



John Mauremootoo: Periodic Table of Education, Experience and Skills



Education & Experience

Biodiversity Conservation Experience

Knowledge Management & Learning

IT Skills

ER
Ecosystem Restoration

Organisational Development & Project Management

Donor Experience

Training Courses Given

PrM
Project Management

OH
Outcome Harvesting

BpS
Biophysical Surveys

PhD
In Applied Ecology

CV
40 Countries Visited

PDR
Post-Doctoral Research

TrT
25+ Courses Taken

TrF
40+ Courses Facilitated

SIDS
Worked with 34 SIDS

GAA
2 Gender/Age Assignments

NT
0 Contract Terminations

IAS
30+ Years of IAS Experience

PA
20+ Years of PA Experience

CP
Conservation Planning

CS
Conservation Stewardship

CpA
Capacity Assessments

StS
Stakeholder Surveys

StA
Stakeholder Analyses

AInv
Assets Inventories

NA
Needs Assessments

LR
Legislative Review

CR
Conflict Resolution

FC
Field Craft

WS
Wildlife Surveys

CuCo
Curation of Collections

AR
Awareness-Raising

Sup
Sustainability Planning

NBSAP
15 Years NBSAP experience

Aichi
ABT Rubrics Developed

Fac
50+ Facilitator Assignments

Res
15 Research Assignments

KM
11 KM4Dev Assignments

Com
2 Comms Strategies

Web
2 Websites Designed

Pub
35 Publications

Rep
200+ Project Reports

CTalk
40+ Talks at Conferences

SSU
15 SlideShare Uploads

Inf
8 Infographics

YT
9 YouTube Uploads

Tw
800+ Tweets

Wrd
MS Word

Exc
MS Excel

PPT
MS PowerPoint

Acc
MS Access

WMM
Windows Movie Maker

BR
1 Book Read per Week

ALr
Adobe Lightroom

Aph
Adobe Photoshop

XLSTAT
Statistics 4 Excel

Fpl
Freeplane

Md
Mendeley

Zot
Zotero

StPI
Strategic Planning

M&E
Monitoring & Evaluation

AI
Appreciative Inquiry

OM
Outcome Mapping

Fox
Phantom PDF Standard

Aud
Audacity

Ent
Entomology

Bot
Botany

CB
Cell Biology

EvS
Environmental Science

Ec
Ecology

FB
Field Biology

ISM
IAS Management

IIA
IAS Impact Assessment

PRA
Pest Risk Analysis

IPM
Integrated Pest M'ment

Psh
Photoshop

Stat
Statistics



BdF 20+ budgets formulated	BdM 20+ budgets managed	TA 6 Technical Advisor Roles	PD 20+ Projects Developed	PM 20+ Projects Managed	PME 40+ PME Contracts	StP 13 Strategic Plans	TTs 20+ Tracking Tools used
UNEP 16 Contracts	UNDP 12 Contracts	EU 7 Contracts	DFID 6 Contracts	World Bank 5 Contracts	Govt of Mau 5 Contracts	SDC 3 Contracts	Others 20 Other donors

JOHN RETNON MAUREMOOTOO, Ph.D.

Project and Programme Management, Planning, Monitoring & Evaluation

www.inspiralpathways.com

Email: John@InspiralPathways.com

Tel: +44 (0)784 6031430

Skype: johnmaure

Twitter: @JMauremootoo

LinkedIn: www.linkedin.com/pub/john-mauremootoo/10/b97/218

SUMMARY

I have over 25 years of diverse experience in the management of projects and programmes in biosecurity, biodiversity conservation, agriculture and sustainable land management in many countries, but mainly in the African mainland, South Asia and in SIDS. My major focus is on capacity building, communication, knowledge management and mutual learning for development using empowering participatory approaches within an action learning framework. I have an in-depth knowledge and experience of all aspects of project cycle management including the use of the logical framework and complementary approaches to planning, monitoring, evaluation and learning. I am comfortable working in spoken and written English and French and in written Spanish.



SUMMARY OF RELEVANT EXPERIENCE

PROJECT AND PROGRAMME MANAGEMENT EXPERIENCE

- Over 25 years' experience in projects relating to biosecurity, biodiversity conservation and sustainable agriculture in Europe (UK, Spain and Norway), Asia (India, Bangladesh, Malaysia and Philippines), mainland Africa (Cameroon, Ethiopia, Ghana, Kenya, Mozambique, Senegal, South Africa, Tanzania, Tunisia, Uganda and Zambia) and African Islands in the following countries or territories: Cape Verde, the Comoros Islands, Madagascar, Mauritius, la Réunion, and Seychelles.
- Have managed 22 relatively large projects (budgets of over \$US20,000) and numerous smaller projects.
- Have consistently ensured that project outputs are delivered in time, within budget and to agreed quality standards. None of the projects that I have managed has had its funding terminated during implementation and all have been judged at least satisfactory according to final project evaluations.
- Have managed over 40 staff and volunteers working on nine conservation programmes in Mauritius, Rodrigues and their associated offshore islets.
- Experience of conducting empowering performance appraisals using the principles of Appreciative Inquiry.
- Line managed CABI Africa staff and international project coordinators in Ethiopia, Ghana, Uganda and Zambia in the UNEP / GEF African Barriers Project.
- Managed the Project Facilitation Unit of the BioNET-EAFRINET UVIMA (Taxonomy for Development) Project.
- Have organised innumerable national and international steering committee meetings and project progress meetings in which I try to facilitate clear objectives, action learning-oriented agendas and timely outputs.
- Have managed multiple projects over many sites in culturally diverse environments. This has enhanced my ability to communicate clearly and concisely within formal project planning and implementation frameworks encompassing project definition, project design, project delivery and monitoring and evaluation.
- Project Technical Advisor to initiatives relating to biosecurity in Cameroon, protected area expansion in Mauritius, sustainable agriculture in India and species and landscape conservation in Bangladesh.

PROJECT AND PROGRAMME PLANNING, MONITORING AND EVALUATION (PME) EXPERIENCE

- Principal author or significant member of project development team for over 20 successful project proposals with budgets of \$US20,000 or above, helping to raise approximately \$US60 million.
- Implementation of a range of PME tools such as Logical Framework, Outcome Mapping, Outcome Harvesting, Most Significant Change, Appreciative Inquiry and a variety of participatory rural appraisal techniques such as semi-structured interviews, focus-group discussions, transect walks and role plays.
- Qualified in the PRINCE2® project management system at Foundation and Practitioner levels.
- Trained in Outcome Mapping for project and programme planning, monitoring and evaluation.
- Led the strategic planning process in BioNET's regional networks in North Africa and South-east Asia.
- Facilitator for the development of the BioNET-EAFRINET Strategic Plan and Communication Strategy (2011-2016).
- Initiated and led the professional staff's Institutional review of CABI Africa in 2005.
- Led an institutional review of BioNET-INTERNATIONAL and reviews of the BioNET LOOPS (Locally Organized and Operated Partnerships) for Southeast Asia (BioNET-ASEANET) and East Africa (BioNET-EAFRINET).
- Member of the BioNET Secretariat Team responsible for production of the BioNET Strategy (2012-16).
- Led a formative evaluation of an IUCN project to produce a global guidance manual for invasive species in islands.
- Have undertaken summative evaluations of a child protection network and a gender empowerment project.
- Led a post-project impact assessment of an EU-funded initiative to promote integrated coastal zone management in six countries in the Western Indian Ocean.
- Assessed the effectiveness of ten years of Outcome Mapping application as a PME approach.
- Responsible for the development of the Project Benefit Monitoring and Evaluation (PBME) system for the Cameroon Biosecurity Project
- Conducted an Outcome Harvesting training for the PMER (Planning, Monitoring, Evaluation and Reporting) staff of the International Federation of Red Cross/Red Crescent National Societies.
- Responsible for the development and technical support of PME systems for the DEFRA Darwin Initiative Project - Enhancing the Relationship between People and Pollinators in Eastern India, the USAID Bengal Tiger Action Plan, and the UNDP-GEF Project - Expanding coverage and Management Effectiveness of the Protected Area Network (PAN) on the island of Mauritius.

TRAINING AND FACILITATION EXPERIENCE

- Long experience in formal teaching as a university lecturer, including supervision or co-supervision of 18 undergraduate, two masters and two PhD projects.
- Lead organiser of five biodiversity conservation training courses in Mauritius from 1996-2000.
- Organiser and resource person for invasive species training courses in eastern, western and southern Africa from 2005 - 2007.
- Taught project development skills to NGO leaders in the western Indian Ocean Region in 2001 and 2002.
- Provision of formal and informal training to staff under my management in diverse fields including relevant technical areas (e.g. inter-island quarantine practices, species identification, application of integrated pest management (IPM) methods in agriculture and biodiversity conservation and data recording and analysis) and in cross-cutting areas (e.g. presentation skills, use of statistical and MS Office software packages, project management, organisational development, PME and photography).
- Lead facilitator for a Pan-African Protected Area project development training workshop in 2009.
- Facilitated programme planning and monitoring and evaluation training workshops for BioNET LOOPS in Malaysia (BioNET-ASEANET), Tunisia (BioNET-NAFRINET) and Uganda and Kenya (BioNET-EAFRINET) in 2010.
- Lead facilitator for training courses in Outcome Mapping in Kenya in 2011 and in India in 2013.
- Facilitated training in the use of software to produce species identification keys and fact sheets in Kenya in 2011.
- Lead facilitator for the CABI-BioNET Global Workshop – Building BioNET's future in 2011.
- Lead facilitator for the Training of Trainers Course on *Biological Invasions: definitions, causes, consequences and management approaches in Cameroon* in 2012.
- Lead facilitator on two Training of Trainers Courses on IAS Management in Sri Lanka in 2009.
- Lead facilitator for the Convention on Biological Diversity Capacity-building Workshop for SIDS to achieve Aichi Biodiversity Target 9 on Invasive Alien Species in Canada.
- Experience in conducting participatory training needs assessment exercises.
- Eleven of the people that I have managed have gone on to pursue higher degrees.

COLLABORATION AND NETWORKING EXPERIENCE

- Extensive experience of working with a diverse array of stakeholders, from ministers to villagers, to achieve positive outcomes for biodiversity conservation and sustainable agriculture.
- A passion and an aptitude for developing inter-sectoral approaches to environmental and development issues as evidenced by my efforts to bring all major stakeholders together to reach a consensus on invasive species management in Mauritius which helped to facilitate the implementation of the country's National Invasive Alien Species Strategy; and my efforts to reinvigorate the IUCN Indian Ocean Plant Specialist Group (now the Mascarene Islands Plant Specialist Group) through the organisation of a regional workshop on invasive species in Western Indian Ocean Islands.
- Founder and first Chair of Mauritius' National Invasive Alien Species Committee.
- Supported the Government of Mauritius and UNDP Mauritius Office in a range of project development, planning and capacity building activities in the fields of biodiversity conservation and other environmental issues.
- Provided support to international organisations in collation of biodiversity information for networks and international planning (participation in five Global Invasive Species workshops, two NEPAD IAS workshop and invited speaker at the IUCN World Parks Congress 2003 and the IUCN World Conservation Congress in 2008, member of review panel for GISP publications, undertaking of survey work to assess conservation priorities in Mauritius and in the Indian Ocean region, preparing regional plant species recovery plans).
- Co-chair of the Global Invasive Alien Species Information Partnership (GIASIPartnership) Technical Working Group on Best Practices for non-web-based Information Sharing and Exchange.

REPORTING EXPERIENCE

- Developed and authored weed management plans, site management plans, rare species recovery plans and guidelines for ecosystem management and stakeholder participation.
- Developed large portions of the Mauritius National Biodiversity Strategy and Action Plan (2006-2015) and the National Capacity Self-Assessment for Global Environmental Management.
- Compiled information from diverse sources for many publications including the Mauritius IAS National Directory of Resources.
- Extensively edited 38 technical reports for the Barriers Project.
- Extensively edited 17 technical reports for the UVIMA Project.

COMMUNICATION EXPERIENCE

- Strong presentation skills developed as a university lecturer in UK and Mauritius and in formal and informal facilitation activities.
- Invited speaker in tens of international meetings of relevance to environmental management where I have given scores of presentations.
- Author or co-author of 35 publications – refereed papers in scientific journals, articles in popular science journals, conference proceedings (as editor and contributor) and book chapters (list available upon request).
- Led the development and production of the BioNET-EAFRINET Communication Strategy (2011-2016) and the Cameroon National Biosecurity Communication Strategy (2015-2016).
- Lead developer of a knowledge management system for protected area management in Mauritius.
- Produced and regularly update my [website](#) and [blog](#).
- Infographic production and graphic design skills.
- Proficient in French and French Créole as spoken in Mauritius and Seychelles.
- Proficient in reading documents written in Spanish
- Elementary knowledge of Portuguese.
- Rudimentary knowledge of Kiswahili.
- Trained to practitioner level in Neuro-linguistic programming (NLP) – an approach to communication and personal development.

PRESENT EMPLOYMENT STATUS	
CONSULTANT (INTERNATIONAL PROJECT AND PROGRAMME SUPPORT): FROM MAY 2007 - PRESENT	
Work assigned to date includes the following:	
Assignment	Sponsor
<ul style="list-style-type: none"> Production and peer review of plant risk assessments. 	Government of UK (Defra – Department for Environment & Rural Affairs)
<ul style="list-style-type: none"> Lead International Consultant for the project to produce a national invasive species strategy and action plan. 	Government of Mauritius (Ministry of Agriculture)
<ul style="list-style-type: none"> Lead Facilitator for a training course on the economic analysis of invasive species held in Senegal (Formation sur Analyse Economique des Espèces Envahissantes). 	GISP (Global Invasive Species Programme)
<ul style="list-style-type: none"> Development of a project to strengthen seed supply systems in support of rural development and poverty alleviation in Africa. 	CABI (Centre for Agricultural Bioscience International)
<ul style="list-style-type: none"> Assessment of protected area (PA) institutions' capacity for a UNDP / GEF project to expand and enhance Mauritius' protected area network. Provision of technical advice for the production of an IAS strategy and action plan. 	UNDP Mauritius and Seychelles country office
<ul style="list-style-type: none"> Production of a background paper on the links between biofuel production systems and invasive species. 	IUCN
<ul style="list-style-type: none"> Organisation and facilitation of an institutional review workshop of BioNET-INTERNATIONAL's global partnership network. Provision of technical support to BioNET's sub-regional networks 	BioNET (the global network for taxonomy).
<ul style="list-style-type: none"> Preparation of a full-sized GEF project proposal: Development and Institution of a National Monitoring and Control System for Living Modified Organisms and Invasive Alien Species (Cameroon Biosecurity Project). 	UNEP / GEF
<ul style="list-style-type: none"> Provision of technical support to the Project Coordination Unit (PCU) of the UNEP/GEF Cameroon Biosecurity Project. Lead Facilitator for the production of a Project Benefit Monitoring and Evaluation (PBME) system for the Cameroon Biosecurity Project. Development and facilitation of a Training of Trainers (ToT) Course on Biological Invasions. Baseline assessment of knowledge, attitude and practice relating to biological invasions in Cameroon. Assessment of the biosecurity profile of Cameroon from trade and other activities. Baseline and mid-project assessment of biological and socio-economic impact of biological invasions in Cameroon. Formulation of a decision-making processes to address established biological invasions in Cameroon. Production of a list of major invasive species in Cameroon. Production of black and white lists priority invasive species and management approaches for Cameroon. Production of a National Biosecurity Communication Strategy. Development of a manual in invasive species control systems and procedures. Training of Trainers in detection, diagnostics and monitoring of biological invasions. 	Government of Cameroon (Ministry of Environment)
<ul style="list-style-type: none"> Production of an invasive plant management strategy for terrestrial protected areas in Cape Verde under the UNDP/GEF Project: Consolidation of Cape Verde's Protected Areas System. Development of a training course in invasive plant management for ecosystem restoration in Cape Verde. 	UNDP Cape Verde Office
<ul style="list-style-type: none"> Development of a PME (planning monitoring and evaluation) system, provision of PME support and facilitation of taxonomic capacity building under the UK Darwin Initiative Project - Enhancing the relationship between people and pollinators in Eastern India. 	CPS (Centre for Pollination Studies – Calcutta University)
<ul style="list-style-type: none"> Assessment of ten years of Outcome Mapping application, consulting and training expertise, and capacity needs. 	ODI (Overseas Development - UK)

Assignment	Sponsor
<ul style="list-style-type: none"> Summative evaluation of <i>The Team</i> – a platform to facilitate gender equality 	Search for Common Ground - Tanzania
<ul style="list-style-type: none"> Development of a planning, monitoring and evaluation system for the implementation of the Bengal Tiger Action Plan (BTAP) and review of the BTAP Communication Campaign 	WildTeam Bangladesh
<ul style="list-style-type: none"> Chief Technical Advisor to the 'Expanding coverage and Management Effectiveness of the Protected Area Network (PAN) on the island of Mauritius' project 	UNDP / GEF
<ul style="list-style-type: none"> Consultant on Invasive Alien Species and Island Biodiversity to review best practices in the development of regional, thematic and national project proposals in order to help SIDS formulate project proposals aimed at major funding sources. 	Secretariat of the Convention on Biological Diversity
<ul style="list-style-type: none"> Lead consultant for the outcomes and impacts assessment of activities implemented under the IOC's Call for Proposals scheme for ReCoMaP (Regional Programme for the Sustainable Management of the Coastal Zones of the Indian Ocean Countries) 	European Union/Indian Ocean Commission
<ul style="list-style-type: none"> Lead consultant for the mid-term review of the EU-funded IUCN Project: Preparation and testing of a comprehensive model for preventing and managing the spread of invasive species on island ecosystems 	European Union
<ul style="list-style-type: none"> Assessor to assist in the evaluation of concept notes and full proposals submitted in the framework of the call for proposals for the EU/IOC Project: Coastal, Marine and Island Specific Bio-diversity Management in ESA-IO Coastal States. 	European Union/Indian Ocean Commission
<ul style="list-style-type: none"> Production of the GEF National Portfolio Formulation Exercise report for biodiversity and land degradation for Mauritius and the development of the Project Identification Form for Biodiversity under GEF-6. 	European Union/Indian Ocean Commission
<ul style="list-style-type: none"> Outcome Harvesting Professional Development Workshop for International Federation of Red Cross/Red Crescent National Societies. 	International Federation of Red Cross/Red Crescent
<ul style="list-style-type: none"> Development and establishment of a comprehensive IAS management training course in Sri Lanka. 	UNEP / GEF
<ul style="list-style-type: none"> Revision of the Logical Framework for the EU Project: Coastal, Marine and Island-Specific Bio-Diversity Management in ESA-IO Coastal States 	European Union/Indian Ocean Commission

RELEVANT PAST EMPLOYMENT

CABI AFRICA, KENYA - SENIOR SCIENTIST, INVASIVE SPECIES: MAR 2004 - MAY 2007

Responsible for coordination of CABI Africa's invasive species activities.

MAURITIAN WILDLIFE FOUNDATION (MWF) - FLORA MANAGER: DEC 1998 - MAR 2004

Responsible for coordination of all plant conservation and ecosystem restoration activities of this large national NGO.

UNIVERSITY OF MAURITIUS - LECTURER: JUN 96 – DEC 98

Topics taught included environmental science, vascular plant biology, pure and applied entomology, conservation biology, ecology and mathematics for biologists.

FAO REGIONAL VEGETABLE IPM PROGRAM (PHILIPPINES) - VOLUNTEER FARMER TRAINER: JUN – SEP 1995

Helped facilitate participatory workshops and prepare workshop exercises for Filipino farmers in rice, corn and vegetable integrated pest management.

RELEVANT PAST EMPLOYMENT

UNIVERSITY OF BOURNEMOUTH AND BIRKBECK COLLEGE, UNIVERSITY OF LONDON, UK - PART-TIME LECTURER: NOV 94 – JUN 95

Topics taught included landscape restoration, insect pest management and environmental monitoring and environmental impact assessment.

UNIVERSITY OF SOUTHAMPTON, UK - RESEARCH FELLOW: JUN 92 - JAN 95

Studies on the efficacy of indigenous biological control agents against pests in cereal fields ecosystems in UK and Norway.

EDUCATION

- 1992 PhD in Applied Ecology, University of Southampton, UK
- 1987 MA in Applied Biology, Cambridge University, UK
- 1984 BA (Hons), Class 2.1. in Applied Biology, Cambridge University, UK
- 1983 BA in Geography, Cambridge University, UK

OTHER INFORMATION

- Widower but now happily remarried with four children (two from my first marriage and two step children) aged 20-14.
- Active sportsman: regularly run and cycle and dabble in lots of other sports whenever opportunities arise.
- Passionate belief in everybody's ability to realise their potential through easily mastered tools and techniques based on the principles of positive psychology.

REFEREES

Dr. Richard Smith
Evaluation Consultant
RDS Consulting Ltd
43 Lock Road
Richmond
TW10 7LQ
UK
Tel: +44 7815 107973
Email: rdsmith27@gmail.com

Dr. Sarah Simons
Senior Agriculture Specialist
World Bank
50 Mirambo Street
P. O. Box 2054
Dar es Salaam
Tanzania
Tel: + 255-22-216-3200
Email: ssimons1@worldbank.org or
s.simons@cgiar.org

Mrs Deborah de Chazal
Executive Director
Mauritian Wildlife Foundation
Grannum Road
Vacoas
Mauritius
Tel: +230 697 6097
Fax: +230 697 6512
Email: ddechazal@mauritian-wildlife.org

ANNEXES

[ANNEX A](#): PUBLICATIONS IN JOURNALS, BOOK CHAPTERS AND CONFERENCE SYMPOSIA

[ANNEX B](#): TECHNICAL DOCUMENTS

[ANNEX C](#): MAJOR PROJECTS MANAGED (BUDGETS OF OVER USD 20,000)

[ANNEX D](#): RELEVANT CONSULTANCIES

[ANNEX E](#): PARTICIPATION IN RELEVANT INTERNATIONAL MEETINGS

[ANNEX F](#): PROFESSIONAL TRAVEL TO DATE

ANNEX A. PUBLICATIONS IN JOURNALS, BOOK CHAPTERS & CONFERENCE SYMPOSIA

Rassmann, K., Smith, R., Mauremootoo, J. and R. Wilson-Grau. (2013). Summative evaluation of a global, voluntary network for capacity building in natural science, conservation and agriculture – using a retrospective "Outcome Harvesting" approach to deliver credible and robust results in a complex setting. *Better Evaluation Virtual WriteShop*, 01, 1-16. www.betterevaluation.org.

Florens, F.B.V., Mauremootoo, J.R., Fowler, S.V., Winder, L. & C. Baider. (2010). The effect of weeding alien plants in Mauritian montane forest on the abundance of adult butterflies. *Biodiversity and Conservation*, 19, 3835-3848.

Virah-Sawmy, M., Mauremootoo, J. R., Marie, D., Motala, M.S. and J.C. Sevathian. (2009). Rapid degradation of a Mauritian rainforest following sixty years of plant invasion. *Oryx*, 43, 599-607.

Mauremootoo, J.R. (2009). Biofuels and Invasive Species: Exploring the links between biofuel production systems and invasive species. A background paper for the IUCN Workshop on Biofuels and Invasive Species – Nairobi, Kenya, 20 – 22 April 2009.

Mauremootoo, J.R. (2007). Counting the cost of an unwanted invader in Uganda. *GISP News* 7 (January 2007), 13.

Reaser, J.K., Meyerson, L.A., Cronk, Q., De Poorter, M., Eldrege, L.G., Green, E., Kairo, M., Latasi, P., Mack, R.N., Mauremootoo, J.R., O'Dowd, D., Orapa, W., Sastroutomo, S., Saunders, A., Shine, C., Thrainsson, S. & L. Vaiutu. (2007). Ecological and socioeconomic impacts of invasive alien species in island ecosystems. *Environmental Conservation*, 34: 98-111.

Mauremootoo, J.R. (2006). Current status and future prospects for *Prosopis juliflora* in Ethiopia. *Biocontrol News and Information*, 27: 37-40.

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Kueffer, C. and Mauremootoo, J.R. (2004). Case studies on the status of invasive woody plant species in the Western Indian Ocean. 3. Mauritius. *Forest Biosecurity and Protection Working Papers, FBS/4-3E*. Rome, Italy: Forestry Department, Food and Agriculture Organization of the United Nations.

Mauremootoo, J.R. (2003). African Case Study II: Mauritius - a history of degradation and the beginnings of restoration. Proceedings of the World Parks Congress. Session 4b and 5b: Invasive alien species. Leads Maj De Poorter and Geoffrey Howard.

Mauremootoo, J.R. (2003). Working for Water (South Africa) – the biggest invasive alien species management Programme in the Developing World, pp. 139-144. In: Mauremootoo, J.R. ed. 2003. *Proceedings of the Regional Workshop on Invasive Alien Species and Terrestrial Ecosystem Rehabilitation for Western Indian Ocean Island States – Sharing Experience, Identifying Priorities and Defining Joint Action: Seychelles 13-17 October 2003*. Mauritius: IUCN Indian Ocean Plant Specialist Group and Indian Ocean Commission.

Mauremootoo, J.R. (2003). Conservation work undertaken by the Mauritian Wildlife Foundation: our history; the secrets of our success and where do we go from here? pp. 81-94. In: Mauremootoo, J.R. ed. 2003. *Proceedings of the Regional Workshop on Invasive Alien Species and Terrestrial Ecosystem Rehabilitation for Western Indian Ocean Island States – Sharing Experience, Identifying Priorities and Defining Joint Action: Seychelles 13-17 October 2003*. Mauritius: IUCN Indian Ocean Plant Specialist Group and Indian Ocean Commission.

Mauremootoo, J.R. ed. (2003). *Proceedings of the Regional Workshop on Invasive Alien Species and Terrestrial Ecosystem Rehabilitation for Western Indian Ocean Island States – Sharing Experience, Identifying Priorities and Defining Joint Action: Seychelles 13-17 October 2003*. Mauritius: IUCN Indian Ocean Plant Specialist Group and Indian Ocean Commission.

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- Mauremootoo, J.R. (2003). Conservation in the Comoros. *Plant Talk*, 32: 14.
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Technical Reports Extensively Edited for the UNEP-GEF Project – Removing Barriers to Invasive Plant Management in Africa

32 national reports from Ethiopia, Ghana, Uganda and Zambia concerning the following topics in invasive plant management:

- Communication strategies.
- Capacity needs assessments and capacity building proposals.
- Stakeholder analysis.
- Policies and strategies.
- Replication and dissemination strategies.
- Implementation of prevention and control projects.
- Biological and socio-economic impact assessment.

6 reports from international consultants concerning the following topics in invasive plant management:

- Communication strategy guidelines.
- Biological and socioeconomic impact assessment guidelines.
- Guidelines for the development of national financing and cost recovery mechanisms.
- Guidelines for the development and implementation of risk analysis procedures.
- Guidelines for the development and implementation of early detection and rapid response procedures.

Full reference list available upon request.

Technical Reports Extensively Edited for the UVIMA Project – Taxonomy for Development in East Africa

15 reports from Kenya, Tanzania and Uganda concerning the assessment of taxonomic needs for the management of pollinators, pests and invasive species in East Africa.

Full reference list available upon request.

ANNEX C. MAJOR PROJECTS MANAGED (BUDGETS OF OVER USD 20 000)

Institution	Year(s) ¹	Project	Donor
University of Southampton	92-95	Effectiveness of indigenous polyphagous predatory arthropods as control agents for cereal aphids	British Biotechnology and Biological Sciences Research Council
University of Mauritius	97-98	Insecticide resistance in <i>Liriomyza</i> species	Mauritius Research Council
MWF	97-00	Restoration of highly degraded and threatened native forests in Mauritius	UNDP-GEF
MWF	96-01	The Mauritius restoration project	World Bank-GEF
MWF	99-01	Information system for biodiversity and conservation management in Mauritius	Darwin Initiative
MWF	99-07	The Rodrigues community education project	Philadelphia Zoo
MWF	99-03	Programme d'échange de personnel entre le MWF et le Conservatoire Botanique National de Mascarin	Fondation de France
MWF	00-02	Sustainable management of Rodriguan endemic plants	UNDP-GEF
MWF	00-03	Conservation management of endangered endemic bird species - analysis of long-term trends in wild and captive populations	Mauritius Research Council
MWF	00-04	Restoration of Round Island	World Bank-GEF
MWF	01-03	Development of a predator-exclusion enclosure for upland forest conservation and development of awareness-raising materials for improved invasive species prevention	UNDP-GEF
MWF	02-04	Community participation in restoration of endangered native forests of Rodrigues	Whitley Laing Foundation
MWF	02-04	Rediscovering the neglected insects of Mauritius: building in-country capacity	Darwin Initiative
MWF	02-05	Restoration of a globally important coastal ebony forest on the island reserve of Ile aux Aigrettes	HSBC-Offshore
CABI	04	Customization of a training course in invasive alien species (IAS) management for delivery in the Southern and Eastern African Region	Global Invasive Species Programme
CABI	04	Organisation and delivery of the GISP Invasive Alien Species Pilot Course for East and Southern Africa	Global Invasive Species Programme
CABI	05	Delivery of customised GISP invasive species training course for East and Southern Africa (Maputo, Mozambique)	Global Invasive Species Programme
CABI	04-06	Associate Expert Programme	Dutch Ministry of Foreign Affairs
CABI	04-06	<i>Prosopis</i> in arid and semi-arid regions of Kenya - a case of ecological meltdown?	Swiss Centre for International Agriculture (ZIL)
CABI	05-09	Removing barriers to invasive plant management in Africa	UNEP-GEF
BioNET	09	GTI Project Development Workshop for the Global Taxonomy Initiative in Africa	Government of Spain
BioNET	08-11	The UVIMA Project – Taxonomy for development in East Africa	SwedBio

¹Some projects were already underway when I joined the organisation in question and others were not yet completed when I left.

ANNEX D. RELEVANT CONSULTANCIES

Year	Assignment	Donor
2000	Development of a concept paper for a project to establish an integrated biosecurity system for the Republic of Mauritius.	UNDP-GEF
2001	Training in the GEF project cycle to stakeholders in the Indian Ocean Region.	Global Environment Facility
2001	Development of the Rodrigues Section of the Mauritius National Biodiversity Strategy and Action Plan.	Government of Mauritius
2002	Special Service Agreement – Preparation of proposal to UNEP-GEF for the Mauritian National Capacity Self-Assessment (NCSA) for Global Environmental Management.	Government of Mauritius
2002	Assessment of biodiversity conservation priorities and opportunities for project development in terrestrial biodiversity conservation in the Comoros Islands.	Indian Ocean Commission
2003	Organisation of a regional workshop in the Seychelles on invasive alien species and terrestrial ecosystem rehabilitation in Western Indian Ocean Islands.	Indian Ocean Commission
2007	Lead International Consultant for the preparation of a National Invasive Alien Species Strategy for the Republic of Mauritius.	Government of Mauritius
2007	Preparation of plant risk assessments for UK for water hyacinth (<i>Eichhornia crassipes</i>).	DFID
2008	Lead International Consultant for the preparation and delivery of the course - economic analysis of invasive species, delivered to participants from nine West African Countries.	Global Invasive Species Programme
2008	Preparation of plant risk assessments for the UK for Carolina fanwort (<i>Cabomba caroliniana</i>), Brazilian elodea (<i>Egeria densa</i>) and least duckweed (<i>Lemna minuta</i>) and peer review of the floating pennywort (<i>Hydrocotyle ranunculoides</i>) risk assessment.	DFID
2008	Preparation of project proposal for the Bill and Melinda Gates Foundation: The good seed initiative - strengthening seed supply systems in support of rural development and poverty alleviation in Africa.	CABI
2008	Assessment of the institutional enabling environment for the expansion of the terrestrial protected area network on the Island of Mauritius.	UNDP-GEF
2008	Preparation of a National Invasive Alien Species Action Plan for the Republic of Mauritius.	Government of Mauritius
2009	Preparation of a background document for the international workshop on analysis and the development of tools to reduce the risks of biological invasions from biofuel feedstocks.	IUCN
2009	Technical assistance to the review and evaluation of invasive alien species control and eradication activities in Seychelles under the Seychelles Biosecurity Project.	UNDP-GEF
2009	Technical assistance to and review of the Seychelles National Invasive Alien Species/Biosecurity Policy under the Seychelles Biosecurity Project.	UNDP-GEF
2009	Preparation, organisation and facilitation of the BioNET institutional review workshop: <i>Many LOOPs – one BioNET</i> .	BioNET
2009	Preparation of FSP for Cameroon: Development and Institution of a National Monitoring and Control System (Framework) for Living Modified Organisms (LMOs) and Invasive Alien Species (IAS).	UNEP-GEF
2009-2011	BioNET – long term consultancy to provide networking and technical support to BioNET's LOOPs (locally owned and operated partnerships).	BioNET
2011	Outcome Mapping and Needs Assessment - to identify and present the status quo of OM application, consulting and training expertise, and capacity needs.	ODI
2011	An outcomes evaluation to assess the results of the CPC network January 2008 to October 2011 to understand how its internal changes have or could facilitate learning, identify evidence of its influence over policy and practice and to cast a spotlight on CPC's standing within the child protection landscape.	Oak Foundation

Year	Assignment	Donor
2011-2015	Technical Advisory Team Member for the implementation of the UNEP-GEF Project: Development and Institution of a National Monitoring and Control System (Framework) for Living Modified Organisms (LMOs) and Invasive Alien Species (IAS) – <i>Cameroon Biosecurity Project</i> .	UNEP-GEF
2012-2015	Project Technical Advisor on Taxonomy and Project Planning, Monitoring and Evaluation for the UK Darwin Initiative Project - Enhancing the relationship between people and pollinators in Eastern India.	Darwin Initiative (Defra UK)
2012	Production of an invasive plant management strategy for terrestrial protected areas in Cape Verde.	UNEP-GEF
2012	Development of a Project Benefit Monitoring and Evaluation (PBME) system for the Cameroon Biosecurity Project.	UNEP-GEF
2012	Development and facilitation of a Training of Trainers course on Biological Invasions - causes, consequences and management approaches for Cameroon.	UNEP-GEF
2012	Quantification of Baseline Knowledge concerning Biological Invasions in Cameroon.	UNEP-GEF
2012	Development of a PME system, provision of PME support and facilitation of taxonomic capacity building under the UK Darwin Initiative Project - Enhancing the relationship between people and pollinators in Eastern India.	Darwin Initiative (Defra UK)
2012	Development and facilitation of a training course in invasive plant management for ecosystem restoration in Cape Verde.	UNDP-GEF
2013	Quantification of the social, cultural, economic, environmental and biological impact of priority invasive species in Cameroon	UNEP-GEF
2013	Assessment of the current biosecurity profile from trade and other activities of Cameroon.	UNEP-GEF
2013	Summative evaluation of <i>The Team</i> – a platform to facilitate gender equality for Search for Common Ground.	DFID
2013-2018	Project Technical Advisor on Planning, Monitoring and Evaluation for the WildTeam Bengal Tiger Action Plan.	USAID
2014-2016	Chief Technical Advisor to the 'Expanding coverage and Management Effectiveness of the Protected Area Network (PAN) on the island of Mauritius' project.	UNDP-GEF
2014	Production of up to date lists of major invasive species in Cameroon	UNEP-GEF
2014	Production of black and white lists of priority invasive species and formulate management approaches in Cameroon.	UNEP-GEF
2014	Formulation of a decision-making processes to address established biological invasions in Cameroon.	UNEP-GEF
2014	Review best practices in the development of regional, thematic and national project proposals relating to invasive species in order to help SIDS formulate project proposals aimed at major funding sources.	Secretariat of the Convention on Biological Diversity
2014	Outcomes and impacts assessment of activities implemented under the IOC's Call for Proposals scheme for ReCoMaP (Regional Programme for the Sustainable Management of the Coastal Zones of the Indian Ocean Countries).	European Union/Indian Ocean Commission
2015	Mid Term Review of the IUCN project: Preparation and testing of a comprehensive model for preventing and managing the spread of invasive species on island ecosystems.	European Union
2016	Development of a manual in invasive species control systems and procedures for Cameroon.	UNEP-GEF
2016	Training of Trainers and project personnel in detection, diagnostics and monitoring of biological invasions, and the development of a manual in detection, diagnostics and monitoring in Cameroon.	UNEP-GEF
2016	The quantification of mid-project knowledge levels concerning biological invasions in Cameroon	UNEP-GEF

ANNEX E. PARTICIPATION IN RELEVANT INTERNATIONAL MEETINGS

Year	Meeting	Paper(s) presented
1997	International Workshop on Restoration of Highly Degraded and Threatened Native Forests in Mauritius.	University of Mauritius undergraduate projects of relevance to the conservation of native ecosystems.
1999	Global Invasive Species Programme - Information Needs Assessment and Development of Invasive Alien Species Toolkit. Kuala Lumpur, Malaysia.	
2000	Global Invasive Species Programme - GISP Phase I Synthesis Conference. Cape Town, South Africa.	
2001	IUCN Invasive Species Specialist Group - Eradication of Island Invasives: Practical Actions and Results Achieved. Auckland, New Zealand.	The effectiveness of weeded and fenced 'conservation management areas' as a means of maintaining the threatened biodiversity of mainland Mauritius.
2002	Global Invasive Species Programme - Prevention and Management of Invasive Alien Species – Forging Cooperation throughout Southern Africa. Lusaka, Zambia.	Alien species management for the restoration of terrestrial ecosystems in Mauritius and Rodrigues - current successes and future challenges.
2002	Global Invasive Species Programme - The Impacts of Invasive Alien Species on Island Ecosystems. Honolulu, Hawaii.	A Mascarene perspective on the biological and socio-economic impacts of invasive alien species in island ecosystems.
2003	NEPAD - NEPAD Technical Working Group on IAS. Pretoria, South Africa.	
2003	Assises de la Recherche dans l'Océan Indien. St. Denis, La Réunion.	L'utilisation de nouvelles méthodes pour le contrôle des mauvaises herbes.
2003	Association for Tropical Biology and the British Ecological Society. Aberdeen, UK.	Positive and negative interactions between introduced and native species on the Mascarene archipelago. The degradation of a tropical insular forest over a period of sixty years.
2003	Indian Ocean Commission - Regional Workshop on Invasive Alien Species and Terrestrial Ecosystem Rehabilitation in Western Indian Ocean Island States. Mahé, Seychelles.	The Indian Ocean Plant Specialist Group and the Work of IUCN in invasive species management. Working for Water: The developing world's biggest IAS management programme. Conservation work undertaken by the Mauritian Wildlife Foundation.
2005	United Nations - International Meeting on the Sustainable Development of Small Island Developing States. Pailles, Mauritius.	Invasive species in SIDS - impacts and issues.
2005	Organic Producers and Processors Association of Zambia - Commercialising Organic Production - the Sustainable Option for Improved Livelihoods Lusaka, Zambia.	The relevance of the work of CABI for organic agriculture.
2005	NEPAD - NEPAD Technical Working Group on IAS. Durban, South Africa.	Invasive alien species - agriculture and development. Projects identified by NEPAD in January 2003. Removing barriers to invasive plant management in Africa.
2006	Convention on Biological Diversity - Eighth Meeting of the Conferences of Parties to the Convention on Biological Diversity. Curitiba, Brazil.	
2006	Global Invasive Species Programme - Economics and IAS. Cape Town, South Africa.	
2006	UK Overseas Territories Conservation Forum: Conservation in UK Overseas Territories and other Small Island Communities. Jersey, UK.	Terrestrial biodiversity conservation in Mauritius and Rodrigues - the upscaling and mainstreaming challenge.

Year	Meeting	Paper(s) presented
2008	IUCN Invasive Species Specialist Group - Expert Workshop: Preventing Biological Invasions: Best Practices in Pre-Import Risk Screening for Species of Live Animals in International Trade. Notre Dame, Indiana, USA.	Addressing intentional animal imports in the development of the Mauritius IAS Action Plan.
2008	IUCN World Conservation Congress. Barcelona, Spain.	Managing invasive species - adopting the ecosystem approach to address conflicting objectives.
2010	CBD SBSTTA 14, Nairobi, Kenya	Translating taxonomic needs into actions Progress for taxonomy in Africa: Project development successes and challenges
2011	Building BioNET's future, Kuala Lumpur, Malaysia	
2013	ATUTAX Conference on Biodiversity and Food Security, Hammamet, Tunisia	Biosecurity and food security in Africa – two steps forward and no steps back
2013	The Global Invasive Alien Species Information Partnership Technical Workshop, London, UK	
2013	A New Social Contract for Sustainability, Bristol, UK	
2014	Capacity-Building Workshop for Small Island Developing States to Achieve Aichi Biodiversity Target 9 on Invasive Alien Species, Montreal, Canada.	Helping SIDS to Soar: Results of a survey of invasive species-related activities in SIDS
2015	American Evaluation Association Conference 2015, Exemplary Evaluations in a Multicultural World, Chicago, USA	Searching for outcomes in rural Tanzania: Harvesting directly from those Influenced. Implications for evaluating behavioural change initiatives with communities. Using the Outcome Mapping concept of outcomes in evaluations to enrich theories of change and to foster an evaluative culture.

ANNEX F. PROFESSIONAL TRAVEL TO DATE



Africa: Cameroon, Cape Verde, Comoros, Ethiopia, Ghana, Kenya, La Réunion, Madagascar, Mauritius, Mozambique, Senegal, Seychelles, South Africa, Tanzania, Tunisia, Uganda, Zambia,

Europe: Belgium, France, Germany, Norway, Spain, UK.

Asia: Bangladesh, India, Malaysia, Philippines, Sri Lanka.

North America: Canada, USA (Hawaii), USA (Mainland).

South America: Brazil.

Australasia: New Zealand.