

Summary

Charlotte Tindall is an international fisheries consultant with over 15 years experience in addressing the economic and social issues associated with fisheries.

- Charlotte's experience in fisheries management systems includes recent on best practice examples of European scallop management for WWF and interviews with 50 fisheries in transition to sustainability for the ISU, Prince's Trust.
- Experience with social development within small-scale and artisanal fisheries covers sustainable livelihoods, gender and value-chain analyses for FAO and DFID.
- Fisheries governance is another theme, including a study on the implications and opportunities of the CFP Reform on Global Fisheries Governance for DEFRA.
- Worked on market studies and options for integrating social and economic issues into fisheries market standards for Fairtrade and labour issues into European fisheries management for European Transport Workers Federation (ETF) and European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT).
- Particular interest in communicating the main messages from research and producing accessible communication materials, for the World Bank, DEFRA and Cefas.

Geographical experience: UK; EU; Africa: Uganda, Mali, Benin, Senegal and Tanzania; The Indian Ocean: Mauritius & Rodrigues; The Middle East: Jordan; and the Caribbean: St Lucia, Jamaica, & St Kitts & Nevis. Charlotte has worked with ERM and MRAG Ltd but is currently an independent consultant: www.charlottesindall.co.uk

Education

<i>Institution:</i>	University of London, Imperial College,	St Andrews University
<i>Date:</i>	2001	1999
<i>Degree:</i>	MSc Environmental Technology Awarded funding by the Economic and Social Research Council (ESRC)	BSc (Hons) Marine and Environmental Biology (2:1)

Language skills (5 is the highest):

<i>Language</i>	<i>Level</i>	<i>Reading</i>	<i>Spoken</i>	<i>Written</i>
English	<i>Mother Tongue</i>	5	5	5
French	Advanced Intermediate	4	4	4

Skills/Training

- DELF A2 & B1 French Certificates (Current: Advanced Intermediate level)
- Trained in Media Relations, November 2006
- Trained in Quark Express: Professional lay-out/design software, January 2005
- Trained in DFID Communication for Development methods, January 2004
- Trained in Sustainable Livelihoods Approach, October 2002
- Good knowledge: Windows, Office, Publisher, Adobe

Specific professional experience

Independent Consultant: September 2009 – to date

<i>Country</i>	<i>Date</i>	<i>Description</i>
Europe	March 2018 – Dec 2019	<p>Developing a socially sustainable CFP: Worker's organisations involvement in fisheries and seafood sectors (EFT/EFFAT)</p> <p>Charlotte is involved in a team assessing the current impacts and implications of the CFP on workers within the fisheries and seafood sectors. The project involves a series of workshops with workers groups to assess the current implications and how the CFP can be reformed to be more socially sustainable into the future.</p>
UK	Jan – June 2019	<p>Communication strategy and workshop report for Hauling Up Solutions: reducing cetacean fisheries bycatch</p> <p>Developed a communication strategy for a stakeholder workshop to increase uptake of the event, summary and next steps. Authored in collaboration with Defra, Cefas, ZSL and Mindfully Wired a workshop report outlining the issues of cetacean bycatch within the UK and key recommendations for Defra and Cefas to take forward. https://www.cefas.co.uk/media/201924/hauling_up_solutions-workshop-report-final_web.pdf</p>
Indian Ocean Region	September 2018 – March 2019	<p>Author for summary of white paper on Ocean Sustainability in the Indian Ocean Rim (Economist Intelligence Unit)</p> <p>Brought together the thematic chapters of the white paper into the concluding chapter drawing out the cross-cutting strategies to transition to a blue economy within the Indian Ocean region; covering key lessons on governance, finance and innovation. Collaborated with Mindfully Wired who undertook the interviews with quotes and reflections woven into the summary. https://www.woi.economist.com/content/uploads/2019/02/Charting-the-course-for-ocean-sustainability-in-the-Indian-Ocean-Rim-Full-report.pdf</p>
Europe	September 2017 – March 2018	<p>Assessment of the proposal for a multi-annual plan (under the CFP) for small pelagics in the Adriatic Sea (EDF)</p> <p>Charlotte was asked to evaluate the progress of the proposal, undertake a stakeholder analysis and identify opportunities for EDF to assist in advising on developing the multi-annual plan and its implementation.</p>
Europe	Sept – Nov 2017	<p>EU Market Scoping for Fair Trade Certified Seafood</p> <p>Together with the Charmelien team, Charlotte undertook this market scoping project to determine the extent of a market in Europe for Fair Trade (USA) certified seafood. This involved extensive analysis of trade flows and stakeholder consultations (mainly with seafood buyers and retailers).</p>
UK	April – June 2017	<p>Feasibility of an Aquaculture and Fisheries Research and Development Centre at Brixham Laboratory</p> <p>Charlotte supported Sustainable Leadership Ltd to develop a</p>

		summary report communicating the key messages from a feasibility project to set up a Blue Research Hub in Brixham UK.
International	Sept 2016 – May 2017	<p>Communicating key messages of a new policy approach towards fisheries services (World Bank).</p> <p>Working with Steve Cunningham (IDDRA) to promote an approach to improve the fisheries sector contribution to economic growth by considering activities and services along the entire value chain and where there may be comparative advantage to trade in services (e.g. harvesting, processing, port services).</p>
UK	Aug 2015 – May 2016	<p>Scallop management case studies: lessons from management involving secure tenure, Environmental Defence Fund (EDF)</p> <p>An institutional analysis is being undertaken for four case studies of king scallop management, elaborating on the benefits of secure tenure and transferable lessons for management within the English Channel.</p>
UK	May 2015 – December 2016	<p>MSC Reassessment of the Cornish Sardine Fishery, MacAlister Elliot (MEC)</p> <p>Charlotte is the Principle 2 expert on the assessment team. The fishery is going through reassessment against the MSC principles of sustainable fisheries management.</p>
UK/France	Jan-May 2015	<p>Baseline economic assessment of the English Channel scallop fishery, World Wildlife Fund (WWF)</p> <p>This study involved an economic assessment of the fishery and analysis against economic principles (EDF's SEASALT criteria) and environmental criteria using the Marine Stewardship Council (MSC) principles. The study led to a qualitative analysis of costs and benefits of different management options.</p>
UK	June – October 2014	<p>Market assessment and regulatory review for UK caught scallops, Sustainable Inshore Fisheries Trust (SIFT)</p> <p>SIFT are working to improve sustainability of the scallop fishing in the UK. This study supported this work by providing a supply chain and regulatory analysis of UK-caught scallops.</p>
Worldwide	May – June 2014	<p>Review of seafood companies that have signed up to both environmental and social standards, Private Client</p> <p>There are increasing concerns of addressing social issues within fisheries, in particular the issue of forced labour. The objective of this work was to map the seafood companies that are pro-actively adhering to social standards as well as established environmental standards e.g. MSC.</p>
Europe	Sept 2013 – March 2014	<p>Development of a monitoring framework for marine elements of the EU Biodiversity Strategy, MRAG Ltd</p> <p>In consultation with the EU commission, Charlotte was responsible for identifying indicators and a monitoring framework for marine elements of the EU Biodiversity Strategy which is having its mid-</p>

		term review in 2015 and targets to achieve by 2020.
UK	July 2013, 2014 & 2015	MSC audit of the Exmouth Mussel Fishery, MacAlister Elliott Charlotte was responsible for Principle 2 (ecological interactions) for the annual MSC surveillance audit of this fishery.
UK	June 2013 & June 2014	MSC audit of the Cornish Sardine Fishery, MacAlister Elliott Charlotte was responsible for Principle 2 (ecological interactions) for the annual MSC surveillance audit of this fishery.
UK	Nov 2012 – Feb 2013	Understanding the Market and Supply Chain for Fish Caught and Landed in Northern Devon, ABP Mer North Devon has a regional fleet but limited value-added captured within the immediate area. The study assessed the main leakages in value-added, and opportunities to retain more value within Northern Devon. A value-chain analysis was undertaken and interviews with stakeholders throughout the chain.
Europe	March – Nov 2012	Designing assessment formats for the Marine Strategy Framework Directive, MRAG Ltd. Charlotte was part of a team developing formats for summary assessments of the EU's progress in implementing the Marine Strategy Framework Directive. She is focusing on reporting on the economic and social analysis of activities within the EU's marine waters.
UK	February – July 2012	MSC Assessment of the Exmouth Mussel Fishery, MacAlister Elliot Charlotte led Principle 2 of the MSC assessment of the Exmouth Mussel Fishery in Devon, UK. This involved site visits stakeholder consultations and rating the fishery against the MSC principles and criteria.
Global	Sept 2011 – February 2012	Case studies: Transitioning to Sustainability, The Prince's Charities' International Sustainability Unit Charlotte led the collection of 50 interviews with representatives from the fishing sector making changes for sustainability. The objective was to find out first hand the economic, environmental and social benefits of making the transition and illustrate the opportunities open to other fisheries worldwide.
UK	2011-2014	MSC Audits for the Cornwall Sardine Fisheries, MacAlister Elliott Charlotte provided ecological expertise to undertake the first annual review of the small-scale Cornwall Sardine Fishery as part of the MSC surveillance audits.
Global	August – November 2011	Networks and Net Benefits: MSC & Developing Countries While only a few small-scale developing country fisheries have achieved MSC certification, many more have engaged with the

		programme and used it as a spring board to develop partnerships, improve management and explore new markets and opportunities. This work will undertake a series of interviews and present them within case studies to allow the story to be told through the voices of stakeholders working on the ground.
Europe	April – November 2011	<p>Marine data reporting for the Marine Strategy Framework Directive, MRAG Ltd for DG Environment</p> <p>The overall aim of the project is to assist the Commission with the development of Reporting Sheets for the reporting system of the Marine Strategy Framework Directive. Charlotte is assisting to develop reporting sheets for a range of marine pressures and impacts. There will also be consideration of reporting sheets for socio-economic issues.</p>
Europe	Feb – April 2011	<p>Assessment of best practice in Maritime Spatial Planning within the EU, MRAG Ltd for SEANERGY 2020</p> <p>Comparison of progress across EU member states in Maritime Spatial Planning, particular in relation to the development of offshore renewables. Recommendations on improvements to MSP in relation to 1) policy and legal framework; 2) data and information management; 3) permitting and licensing; 4) consultation 5) sector conflict management; 6) cross-border cooperation; 7) implementation of MSP.</p>
International	Sept – Oct 2010	<p>Rapid Fisheries Assessments, MRAG Americas for WWF</p> <p>Charlotte undertook rapid assessments for selected fisheries and screened them against the three principles of the Marine Stewardship Council (MSC) standard.</p>
International	June – December 2010	<p>Assessing sustainability and IUU risks within fish sourcing, Private Client</p> <p>The first phase of this work assessed the current supply structure and highlighted areas of sustainability and IUU risk using a selection of fisheries assessment methodologies as benchmarks. The next phase will be to develop a responsible fish sourcing policy and related communications plan.</p>
International	March – June 2010	<p>Opportunities within the CFP reform to support good global fisheries governance, DEFRA</p> <p>Charlotte led this work with the overall objectives of this work were to identify linkages between the CFP external dimension and good global fisheries governance and determine what aspects could be tackled within the CFP reform. The study will help inform the UK's position for the 2012 CFP reform.</p>
Benin, Cameroon	Oct 2009 – to date	<p>Editing and designing graphics for reports in English & French, FAO HIV/AIDS & Fisheries West Africa Programme</p> <p>Charlotte was responsible for editing and designing graphics for a range of documents for the FAO HIV/AIDS and Fisheries West Africa Programme. The documents included:</p> <ul style="list-style-type: none"> • Support to income generating activities within vulnerable

		<p>households : experience within four fishing communities in Benin</p> <ul style="list-style-type: none"> • Cartographical study of the impacts of migration and mobility on the susceptibility and vulnerability of fishing communities to HIV/AIDS along the Lagos-Abidjan transport corridor. <p>Knowledge, Attitude & Practice (KAP) Study and Assessment of the dynamics of HIV/AIDS in marine small-scale fishing communities in Cameroon.</p>
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MRAG Ltd, Oct 2003–Sept 2009

Country	Date	Brief description of Project and Position
International	July 2009 – March 2010	<p>Coordination of a UK working group on new approaches to sustainable development certification, DFID</p> <p>Charlotte provided a coordination role to facilitate discussions on a sustainable development approach to certification. This role includes networking with organisations working in this area, integrating the views of industry and developing further topics for research. As part of this Charlotte organised a workshop on Fisheries Economic Performance Indicators.</p>
International	July 2009	<p>Review of Fisheries Sustainability Information, Fish Sustainability Information Group – MRAG Ltd for Seafish</p> <p>The aim of the project was to critically review the various organisations that analyse, assess and supply data, provide guidance, dissemination and otherwise communicate on the sustainability of fisheries to retailers, foodservice sectors and consumers. Charlotte reviewed and interviewed Naturland and GlobalGAP which were two of the selected schemes under review.</p>
International	Jan – March 2009	<p>Fisheries certification and the supply chain, Commonwealth Institute</p> <p>Charlotte contributed a chapter to a book to be published by the Commonwealth Institute on Sustainable Fisheries Management. The chapter covers supply chain issues for developing countries, giving an overview of international fish trade from developing countries, new demands from the market for environmentally sustainable and legal products, and the ability for developing countries to reach these standards.</p>
International	Jan – Oct 2008	<p>Feasibility study of the application of the Fairtrade mark to fisheries products, Fairtrade Foundation</p> <p>The overall objective of this study was to determine the feasibility of the Fairtrade Labelling Organisations (FLO) engaging with fisheries products. This involved assessing the potential market for Fairtrade, suitable products, geographical scope and implications for their brand. Part of the study also looked at options to team up with the Marine Stewardship Council (MSC) certification. Charlotte led this research and presented the results of the briefing paper to Fairtrade and MSC.</p>
Europe	May 2008 – January 2009	<p>Economic costs of risk reduction and adaptation policies in present and future plans for coastal areas, European Commission/DG Mare</p> <p>The objective of this project was to review the vulnerability of</p>

		coastal areas and the predicted impacts of climate change. This was in order to determine current and future economic costs of risk reduction and adaptation plans. Charlotte coordinated a UK case study for this project which involved stakeholder consultation and data consolidation.
Europe	November 2007 – July 2008	Review of legal constraints to Marine Spatial Planning, European Commission/DG Mare This project supported DG Mare to determine legal barriers in achieving effective Marine Spatial Planning in EU member states. This involved a review of international and European legislation, as well as a review of progress in Marine Spatial Planning in case study countries (UK, Poland, Greece and France). Charlotte assisted with the UK case study and design of indicators to measure progress.
Europe	January 2008 – Sept 2010	Biodiversity Knowledgebase, European Commission/DG Environment This project supported DG Environment in developing a biodiversity database for monitoring the progress against the objectives in the Action Plan 'Halting biodiversity loss by 2010'. Charlotte was responsible for identifying biodiversity indicators, and compiling biodiversity data on the marine related objectives within the BAP.
Europe	Nov 07 – March 08	Development of an impact assessment framework for assessing impacts of EU discard policy, European Commission/DG Mare This project developed an impact assessment framework for use by the European Commission when assessing different options for reducing discards within EU fishing activities. Charlotte developed the tools and approaches for assessing the social impacts and assisted in the coordination of a framework to address social, economic and environmental impacts.
Bangladesh	July 08 – July 2010	Integrated Floodplain Management in Bangladesh, DFID This project built on previous DFID projects and to promote uptake of Integrated Floodplain Management (IFM) approaches by key stakeholders across Bangladesh. Charlotte developed a communications plan for the project to promote update, stakeholder engagement and long-term use of IFM.
Europe	May – August 08	Review of private sector ethical fish procurement policies, Private Client This work involved reviewing ethical procurement policies of leading retailers in UK, Germany and the US for fish, and looked particularly at the environmental and social considerations.
UK	Jan – July 08	Best-practice use of voluntary market standards in developing country fisheries, DFID/GTZ Charlotte led this work to identify opportunities for integrating social and economic issues into fish procurement policies and voluntary market standards. This involved wide stakeholder consultation, review of current standards and issues as well holding a discussion forum to explore the options.
Asia, Latin America, Africa (UK-based)	Nov 07 – Jan 08	Review of constraints for small-scale producers in developing countries to reach voluntary and mandatory aquaculture standards, FAO

research)		Charlotte completed an impact assessment of the introduction of voluntary aquaculture schemes on small-scale producers. Case studies were selected in Asia, Latin America and Africa.
Senegal	Jan 08 – Dec 09	Value chain impacts of eco- and ethical fish labelling on small-scale producers in Senegal, ODI/IDRC Charlotte is assisting this project to identify the potential social and economic implications of introducing certification within the octopus fishery of Senegal. This will include undertaking a value chain analysis and assessing where potential 'upgrading' of the chain is possible to improve benefits for small-scale producers.
England	November 2007 – March 2008	Scoping the potential benefits of undertaking an MA for England, DEFRA This study identified and examined the potential benefits of undertaking a 'Millennium Ecosystem Assessment' (MA) for England, including considering the policy needs, evidence needs, and potential implementation mechanisms. Charlotte contributed to the analysis of implications of an MA for research and reporting on the marine and coastal environment.
Benin	Aug – Sept 2007	Guidelines for mainstreaming gender into fisheries policy, FAO Charlotte provided input into the guidelines based on a gender analysis and mainstreaming study in Mali. She also developed graphics and communication tools for the guidelines.
UK	Jan 2007 – June 2007	Building consensus on definitions of ecological structure and function for use in marine monitoring, JNCC Charlotte led this project and developed a discussion document and a workshop to reach consensus on practical definitions for marine ecosystem structure and function amongst UK stakeholders.
Europe	2006 – Ongoing	Editing and media-related work for the European Environment Agency, EEA Charlotte was one of the key editors for a range of reports including the 4th State of the European Environment Report; EEA report on 'Environmental impacts of European consumption and production patterns; European Forests and ecosystem sustainable use; and Marine Ecosystems 'Ten Messages for 2010'. Text was edited for grammar, language, semantics and consistency with the institutional style guide; structural changes proposed; and key messages improved to make them relevant and convincing for policy makers.
Europe	March 2007	Facilitating a coordinated consultation response to the European Community Strategy against IUU fishing, DFID/GTZ MRAG facilitated a stakeholder meeting to provide a coordinated response to the EC IUU strategy. Charlotte supported the meeting and development of a document to provide the EC with structured feedback.
Global (focusing on Africa)	Aug 2006 – March 2007	Comparison of EU Fisheries Agreements and Fisheries Partnership Agreements, DFID/DEFRA The objective of this study was to examine the social, economic and environmental impacts of EU bilateral fisheries access agreements

		with ACP states executed under the Common Fisheries Policy, and to evaluate the changes and improvements of the introduction of Fisheries Partnership Agreements (FPAs). A framework for evaluating the achievement of FPAs against their objectives outlined in the 2004 Council Conclusions was developed and an impact analysis carried out. Charlotte was an author of the report and conducted specific research into the Mauritania and Senegal case studies.
Global	April – June 2006	Research into Use, DFID Consultations with stakeholders & completion of a questionnaire on the uptake and poverty impact of DFID-funded research into the impacts of climate change on fisheries in developing countries.
Mali	Jan –March 2006	Review of Gender Relations within small-scale fisheries on Lake Sélingué, Mali, FAO/DFID Charlotte led research into the gender relations on Lake Sélingué as part of the DFID-FAO Sustainable Fisheries Livelihood Programme (SFLP) fisheries co-management project. Research obtained a clearer picture of the gender relations and community theatre was used to identify priorities for changes with the community members. Charlotte led the research and action plan development and worked with the regional office of the SFLP programme and key fisheries stakeholder to develop a strategic response within the fisheries sector.
Senegal	November 2005	Lessons learned through the Sustainable Fisheries Livelihood Programme, FAO Charlotte attended the SFLP regional conference and authored a synthesis of lessons learned, working from and editing reports produced by each participating country. The report was made available on the SFLP website in French and English.
Uganda	2005	Phase II: Uganda Development of an Implementation plan to achieve the HIV/AIDS and Fisheries Strategy – Uganda, DFID Charlotte worked as a communications specialist for this project supporting the Department of Fisheries, Uganda to develop an implementation plan to achieve the HIV/AIDS and Fisheries Strategy. Charlotte developed an advocacy plan to guide lobbying efforts and achieve stakeholder buy-in, support and financial resources from sector ministries and social development organisations. She also coordinated the project and provided support to the costing of the Strategy and development of the implementation plan.
Jamaica, St Kitts (and wider Caribbean)	2005	Development and Training for a Tool Kit to guide development of National Plans of Action for agro-chemical management in the Caribbean, DFID Charlotte co-authored a tool kit for promoting the Caribbean Strategy for improved agro-chemical management, this work provided countries with guidance to implement the strategy at the national level. She delivered a one-week training course in Jamaica for representatives from 15 Caribbean countries.
Uganda, Tanzania and Kenya	2005 – 2009	Implementation of a Fisheries Management Plan for Lake Victoria, European Union

		Charlotte supported project management for this project assisting the Lake Victoria Fisheries Organisation (LVFO) to implement the Lake Victoria fisheries management plan. The project addressed research and monitoring, community development, institutional strengthening, policy and legal harmonisation and communication. Charlotte was responsible for technical back-stopping and organised workshops and conferences for the project, edited scientific reports and developed presentations and summary documents for different audiences.
Global (UK based research)	2005	Synthesis of lessons for co-management: review of Fisheries Management Science Programme projects, DFID Charlotte acted as a communications specialist for this project reviewing the lessons for co-management from a selection of projects under the DFID Fisheries Management Science Programme. She assisted development of the communications plan and a summary publication highlighting lessons-learned.
Global (UK based research)	2005	Evaluation and uptake promotion of data collection guidelines for co-managed fisheries, DFID Charlotte acted as a communications specialist for this project which field tested a set of draft guidelines for data collection required for co-managed fisheries. Charlotte developed a communications plan, flyers and web-pages. She also developed a synthesis document targeted at policy makers.
Global (UK based research)	2005	The impact of climate change on fisheries dependent livelihoods, DFID Charlotte acted as a communications specialist for this project which investigated the major issues relating to the impact of climate change on fisheries dependent livelihoods. This involved organising two international conferences, one held at DFID and one organised in conjunction with Wetlands International. She authored a press-release and web-site highlights for the DFID web-page.
Zanzibar, Tanzania	2004 – 2005	Participatory Fisheries Stock Assessment (ParFish), DFID Charlotte acted as a communications specialist for this project which developed a methodology for undertaking Participatory Fisheries Stock Assessments suitable for small-scale fisheries. Charlotte developed the communications strategy and worked on methods to translate complex concepts into simple messages. She also contributed to the tool kit prepared to assist developing country institutions in using the methodology.
Uganda	2004 – 2005	The impacts of HIV/AIDS on fishing communities, DFID Charlotte undertook a literature review for this project researching factors that make fishing communities both sensitive and vulnerable to the impacts of HIV/AIDS in Uganda. The project facilitated the development of a Fisheries sub-sector HIV/AIDS Strategy. Charlotte also organised a workshop to review the outputs of the study and suggest potential means to mitigate and prevent impacts.
Uganda	1999 – 2004	Integrated Lake Management, DFID Charlotte supported project management and undertook a specific monitoring and evaluation study. The project improved institutional arrangements for management of lake resources and created community groups responsible for localised management, and their

		representation within lake-wide institutions. She also developed a dissemination strategy for some of the key outputs and lessons learned and assisted with the writing and editing of a CD Rom, Web-site and summary report.
St Lucia, Jamaica (and wider Caribbean)	2004 – 2005	Uptake promotion of a strategy to ameliorate Agro-Chemical Pollution in the Caribbean, DFID Charlotte acted as a communications specialist for this project following on from a three-year research project into the problems and management of agro-chemical pollution in the Caribbean.
Saudi Arabia (UK based research)	2003 – 2004	Feasibility study for a commercial lobster fishery in Saudi Arabian waters, Private Client Charlotte undertook economic research for an initial economic feasibility study for a lobster fishery in Saudi Arabia.

ERM Ltd: Sept 2001 – Oct 2003

Country	Date	Brief description of Project and Position
International (UK based research)	2003	Coherence of policy and financing within the Water Sector, Tear Fund This project undertook a review of internal and external coherence of water policies within major donors. Charlotte undertook an in-depth literature review and questionnaire with key donors on the extent to which donor policies are being implemented (internal coherence), and the extent to which these match with international agreed goals e.g. MDGs.
Scotland	2002	Scottish airports access Study - Environmental impact appraisal, Scottish Executive Charlotte assisted in providing the environmental baseline reports for this appraisal and consulted target groups in a wide range of sectors including environment, cultural heritage, urban development and water resources management.
Angola (UK based research)	2002	Biodiversity Action Plan for BP's activities along the Angolan Coast, BP Charlotte participating in the drafting of a BAP (Biodiversity Action Plan) for BP to promote the protection and management of biodiversity along the Angolan coast and offshore waters.
Indonesia (UK based research)	2002	Natural resource valuation: Forest Inventory and Monitoring Project (FIMP), European Union Charlotte supported this assessment of the forest goods and services, within a national park in the Sumba province. A natural resource valuation model was created in order to test the outcomes of a range of different land-use scenarios, and to assess outcomes prior to any decision to alter the use/designation of forest land.
Kazakhstan (UK based research)	2002	Social Assessment for the Nura River environmental management and rehabilitation project, World Bank and EC Tacis Charlotte used data generated by local consultants to undertake an economic and qualitative analysis of household surveys assessing

		attitudes to the river and to paying for improved water services.
Albania (UK based research)	2002.	Provision of services on the assessment of exploration activities in the Narta Lagoon, UNDP Albania Charlotte was responsible for providing an overview of susceptible aquatic species in the region for an assessment of environmental impacts associated with the proposed drilling/exploration activities in the Vlora/Narta Lagoon area.
Jordan	2002	Assessment of marine and terrestrial environmental damage for claims to the UNCC, Government of Jordan/ UNCC Charlotte undertook an economic valuation of damages in Jordan to marine and terrestrial resources resulting from the first gulf war. This involved selecting key environmental indicators and using the Habitats Equivalency Analysis (HEA) methodology to calculate the cost of lost services and restoration.
Cote d'Ivoire, Senegal, (UK based research)	2001	Emerging lessons in pro-poor provision of water services, World Bank Charlotte assisted with a review of water services in Senegal and Cote d'Ivoire to understand the incentives and barriers to pro-poor provision of water services by private companies and the provision to secondary towns and rural areas.
International (UK based research)	2001	Cost recovery for water and sanitation projects, DFID Charlotte supported this project in reviewing and interpreting cost recovery mechanisms across a wide range of water supply and sanitation projects (WSSPs). The project made a number of recommendations for best practices in achieving financial sustainability and maximizing private sector involvement.
Cambodia, Laos, Thailand and Vietnam (UK based research)	2001 – 2002	Development of an EIA and SEA system for the countries of the Lower Mekong Basin, Mekong River Commission Charlotte was responsible for reviewing country and donor EIA guidelines and producing EIA sector guidelines for navigation developments for the Mekong River Commission (MRC).
International (UK based research)	2001 – 2003	Predicting the impact global climate change on the sustainable achievement of the Millennium Development Goals, DFID Charlotte was a key author and sub-editor for a number of key sheets published by DFID. This project considered the impacts of climate change on the sustainable achievement of the millennium development goals and explored the impacts from an understanding of poverty.
Rodrigues, Mauritius	2001	Socio-Economic analysis of proposed Marine reserves, RGS Charlotte undertook a socio-economic analysis of proposed marine reserves off Rodrigues Island, Mauritius. This involved collection of baseline information through household surveys and focus groups with coastal communities concerning the use of resources. The economic costs and benefits were measured through contingent valuation questionnaires and assessed the economic contribution of the artisanal fisheries and tourism in the areas of interest.
Rodrigues, Mauritius	2000 – 2001	Mauritius, Rodrigues and the Seychelles, Marine research, training and education programme in the Indian Ocean. The

		<p>Royal Geographical Society, RGS</p> <p>Charlotte worked as the communications and education officer for this programme supporting sustainable management of the coast, lagoon and ocean surrounding Rodrigues Island. This involved regular training and awareness-raising groups with fishing communities, government staff, school and youth groups. Charlotte took part in regular coastal, lagoon and coral reef monitoring surveys, which contributed to ongoing monitoring of coral reef health, a habitat map for Rodrigues and COREMAP data.</p>
Philippines	1997	<p>Coral reef monitoring, Coral Cay Conservation</p> <p>Trained in coral reef monitoring (covering corals, algae and fish) and carried out two survey dives a day for one month as part of an ongoing conservation programme.</p>
Nepal	1994	<p>Environmental education & sustainable energy consumption, SPW</p> <p>Charlotte contributed to the environmental education programme held within schools in villages throughout Nepal and provided training on fabricating efficient household stoves capable of using less firewood.</p>

Positions held and employers

<i>Date: from (month/year) to (month/year)</i>	September 2009 – to date
Location	Devon, UK
Company / Organisation	Charlotte Tindall
Position	Independent Consultant
Job Description	Consultancy on sustainable fisheries and development working with public and private sector clients

<i>Date: from (month/year) to (month/year)</i>	October 2003 – September 2009
Location	London, UK
Company / Organisation	Marine Resources Assessment Group
Position	Aquatic Environment Consultant
Job Description	Fisheries consultancy covering marine and lake research and management, communications, co-management and socio-economics.

<i>Date: from (month/year) to (month/year)</i>	September 2001 – October 2003
Location	London, UK
Company / Organisation	Environmental Resources Management Ltd
Position	Researcher & Consultant
Job Description	Consultancy and research work within the area of natural resources management (coastal, water resources and forestry), poverty reduction and sustainable livelihoods

<i>Date: from (month/year) to (month/year)</i>	September 1999 – September 2000
Location	Rodrigues Island, Mauritius
Company / Organisation	Royal Geographical Society

Position	Communications, Education and Outreach officer
Job Description	Outreach officer for marine and coastal research programme. Coordinated education and awareness programme, and outreach activities with fishing communities. Regular training groups with government personnel, schools and youth groups.
<i>Date: from (month/year) to (month/year)</i>	June 1999 – September 1999
Location	London, UK
Company / Organisation	Royal Geographical Society
Position	Researcher
Job Description	Project planning for the Shoals of Capricorn Programme, in Mauritius and the Seychelles

Selected publications and co-authorship (NB Tindall née Howard)

Published papers/documents

- Tindall, C., Hetherington, S., Bell, C., Deaville, R., Barker, J., Borrow, K., Oakley, M., Bendall, V., Engelhard, G. (Eds) (2019) Hauling Up Solutions: Reducing Cetacean Bycatch in UK Fisheries. Final Workshop Report. 31 pp. (https://www.cefas.co.uk/media/201924/hauling_up_solutions-workshop-report-final_web.pdf)
- Tindall, C (2012) Fisheries in Transition: 50 Interviews from the Fishing Sector, Report for The Prince's Charities' Sustainability Unit (<http://www.charlottetindall.co.uk/publications/>)
- Tindall, C A (2011) Reform of the CFP external dimension: a focus on regional fisheries governance. *El Anzuelo* Vol. 23 ISSN 1464-6749
- Tindall, C A (2009) Fisheries Supply Chain Issues for Developing Countries within Bourne, R and Collins, M (eds) *From Hook to Plate: The State of Marine Fisheries. A Commonwealth Perspective*. London: Commonwealth Foundation. Xii 244pp.
- Tindall, C.A & Holvoet, K (2008). From the lake to the plate: Assessing gender vulnerabilities throughout the fisheries chain. *Development*, Volume 51, Issue 2, 205-211.
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Articles

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