

OPWG Profiles

OPWG Members:

Ave Eddie Agae (Honolulu, Hawaii, USA): Eddie Agae is the Program Manager of the Native Fisheries Observer Training Program (NFOP) for Alu Like, Inc. (ALI), a nonprofit, non-governmental, fishery organization based in Hawaii (www.alulike.org/services/kaipu).



Eddie possess a strong management background, with: ten years of operation management and business unit teams, eight years in organizational, workforce and training development- six of which were in corporate training (soft skills and technical), and eight years of state and federal funded Native American program administration and NOAA grant administration.

In 2000, a Federal District Judge issued a ruling requiring a great deal more observer coverage on vessels operating in the Hawaii pelagic longline fisheries. Qualified trained observers were already at a premium and this ruling added to the existing realized shortage. Federal contractors were hired to recruit and train observers to alleviate this shortage, and a prerequisite for the training program was a degree in one of the biological sciences. Few natives of Hawaii were able to meet the stringent eligibility requirements, and ALI has worked since 2001 to ensure that the natives of the Western Pacific region are not excluded from this recruitment process.

The University of Hawaii's Marine Option Program was subcontracted by ALI to conduct a two-week OPT (Observer Preparatory Training) course for eligible recruits (minimum grade 12 requirement). Recruitment is a significant part of Eddie's job, and particular emphasis is placed on recruiting Hawaiians, Native Americans, Native Alaska Indians, and other Indigenous Pacific Islanders (born within the western Pacific Islands). Successful completion of the OPT will deem the participant eligible to take the three-week NMFS (National Marine Fisheries Service) Observer Certification course, required for becoming a qualified Fisheries Observer, and to apply for employment with the observer contractor.

Eddie has been collaborating with the NMFS Pacific Island Regional Office (PIRO) since 2002 in regards to training and observer qualifications for indigenous peoples of the region. This work goes hand-in-hand with the need for the current observer contractor to secure a locally developed group of Observers as the base for their Western Pacific operations. Eddie had the opportunity to attend the 2004 and 2007 International Fisheries

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Observer Conferences (IFOC) and was very pleased to see the diversity and passion emulated throughout programs in small countries. He was very impressed with various developments/improvements/investments being shared, discussed and assessed.

The governments of the US Pacific Trust Territories all have indicated interest in having Alu Like Inc. administer Observer programs in their island nations or assist in the development of Observer training models and ALI's program has been highly sought after as a benchmarking interest from observer programs in Africa and the Netherlands. There are also ongoing discussions with the Observer Training Center in Anchorage, Alaska regarding development of models for a Native Fishery Observer program for Native Alaskan Fishing communities and associated Alaskan Fisheries

The mission of Alu Like, Inc. is to *kokua* (help) indigenous peoples in achieving their potential. Eddie feels that, if given the opportunity to acquire the fundamental technical skills and practical knowledge, the cultural affinity to ocean stewardship in their surrounding ocean, ancestral pride (seafaring), and knowledgeable fishing skills, is significant enough to not only produce proficient Fishery Observers, but to establish a well-trained, dedicated, and reliable indigenous core of professional observers. Eddie's area of interest lies in the regional, national, and international standards, qualifications, and requirements for Observers. He is very interested in international work being conducted in Observer development and retention - specifically process flow and efficiency improvement in preparing individuals for this specific career pathway. Eddie says: "Based on all of the information and data on fishing trends, there is already an exponential need for Observers. I look forward to the continued learning, growing and sharing of these Ocean Stewards."

Hawaiian Proverb:

*He lawai'a no ke kai papa'u, he pokole ke aho;
he lawai'a no ke kai hohonu he loa ke aho.*

Translation:

A fisherman of shallow seas uses only a short line; a fisherman of the deep sea uses a long line.

Meaning:

You will reach only as far as you aim and prepare yourself to reach.

Shikami Kennedy Akweyu (Mombasa, Kenya): Shikami Kennedy is the Chief Fisheries Officer for the Fisheries Department in Mombasa, Kenya. Mr. Kennedy has more than 10 years in the field of Fisheries, environmental and natural resource management with increased responsibility and duties as his career has progressed.

Shikami was educated at the University of Nairobi, Kenya where he obtained a BSc degree in Botany and Zoology in 1989. He started his professional career in fisheries

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when he took a position with the Fisheries Headquarters in Nairobi in 1997, where he worked as a Fisheries Officer II primarily concerned with fisheries training, development, and evaluation procedures. In 2000, he was promoted to the Fisheries Officer I position at the headquarters office in Nairobi and his duties in that position were centered about fisheries training, fisheries management, and Information Technology.

In 2003 Shikami was promoted to Senior Fisheries Officer, the position he currently holds. As Senior Fisheries Officer, Shikami coordinates departmental and donor funded research projects upon the marine and coastal environmental in regards to fishing activities, fisheries surveys, and information technology. Shikami's Responsibilities include acting as the: Project leader for the Fisheries Management and Sustainable Coastal Environment Development (FIMACEDP), a World Bank funded Project; Project leader for preparation of the Fisheries Management plan for the Ungwana and Malindi bays prawn fishery; Project manager for the installation and commissioning of the Vessel Monitoring System (VMS) for foreign Fishing vessels in the Kenyan EEZ 2008; and, Coordinator of deep-sea fisheries management and the on-board Fisheries Observer program



Shikami has a good deal of field experience working as a Regional Tuna Tagging Technician (RTTP) and a marine mammal Observer aboard seismic oil exploration vessels on several separate deployments. He has increased his professional development with: a Higher Diploma in Human Resources Management (HRM), and participating in advanced trainings, workshops, and conferences. Mr. Kennedy had the opportunity to attend the 5th International Fisheries Observer Conference held in Victoria, B.C., Canada in May 2007, and, while he was in that area of the world, he had the opportunity to participate in the North Pacific Groundfish Observer Program's Fisheries Observer Certification Training in Seattle, WA, USA.

Shikami is a member of the Western Indian Ocean Marine Sciences Association (WIOMSA), the Kenya Sea Turtle Conservation Committee (KESCOM), the Scientific Taskforce Committee (STF) on prawn trawling, is the Chairman of the STF Subcommittee, and he has authored and co-authored several research and conference papers.

There had been a prawn fisheries observer program in Kenya since 2000, in which Shikami had participated in since 2003 and helped to revamp, until it was stopped in 2007. Shikami explains, "there are many issues involved, mainly politics and

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conservation concerns and cultural indifference in the wake of the Kenyan never ending ethnic mistrust.”

The fisheries industry in Kenya is now governed by a Ministry of Fisheries and Development and are considering going beyond the territorial waters to implement the Fisheries observer program and the Monitoring Control and surveillance (MCS) strategies under the joint initiative being fronted by the regional countries in the western Indian Ocean region (WIO) - this includes Kenya, Tanzania, Mauritius, Seychelles, Madagascar, and Mozambique. Shikami says, though “our observer program is not in place as of yet... the work of the OPWG is very relevant to my case.”

Reuben Beazley (St. John’s, Newfoundland, Canada): Under direct personal services contract with the Department of Fisheries and Oceans (DFO) Canada, Reuben started his career as a Canadian Fisheries Observer in 1978, over 30 years ago.



Since 1981 until the present, Reuben has been an employee of Seawatch Inc. in the Newfoundland and the Labrador region, where he has also acted as a Teamsters Union (Local 855) Shop Steward. Reuben has been active in the past four International Fisheries Observer Conferences: at the Newfoundland conference (2000), he played a large role with the “Observer Bill of Rights” panel; he sat on the “Observer Support” panel in New Orleans (2002); presented on the “Career Paths” panel in Sydney (2004); and, participated in the work of the OPWG at the Victoria conference (2007). In 2007, Reuben was on a committee that helped create the Canadian Observer Standards and has helped define the present Canadian Observer Contracts. He says that “(his) experience explaining the limitations and needs of Observer employment to people not directly involved with

the Observer Programme,” is one of his greatest skills.

Reuben feels that the true potential of Observers has not yet been found and hopes that the OPWG will help define who Fisheries Observer exactly are and help folks understand that Observing “is a Profession” and that “the only way that programmes can work is to work with full commitment by the agency that governs them.” Reuben hopes to help raise the awareness of government, fishers and the general public regarding what has been and is being accomplished by Observers, and to help investigate the future potential of Programmes.

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Reuben asserts that “Fisheries Observers are invisible!” Although many Fishers may sadly view Observer Programmes as interfering with their ability to maximize profits, Reuben believes that this attitude is slowly changing for the better. He believes that Observer Programmes have the potential to address the needs of both enforcement and conservation regimes and that, in order to maximize results, a stable programme with long-term goals, staffed by qualified, experienced, and motivated Observers is required.

Larry Beerkircher (Miami, Florida, USA): Larry works as the Programme Manager of the Pelagic Observer Programme (POP), NOAA Fisheries Southeast Fisheries Science Center (SEFSC), Miami Laboratory.

This programme has the responsibility to place observers on board U.S.-flagged pelagic longliners operating in the northwestern Atlantic Ocean. Larry has been involved in observer programmes on many levels: starting in 1998 as an observer for the NMFS Pelagic Observer Programme (POP), on to a logistical coordinator and safety trainer, then as the POP debriefer and database manager, and culminating with his recent appointment



as the Programme Manager. Larry says, “One of the advantages of working in a small programme, like the POP, has been the frequent contact and conversations with our observers.” In addition to Larry’s observing experience, he has authored several peer-reviewed fisheries science publications.

Larry feels that in many regions/countries, observers may display a measure of “professionalism” in their work, but if

they only remain in the profession for a few years or less, can they truly be considered “professionals”? Larry hopes that the Observer Professionalism Working Group can develop initiatives that will help Observer Programmes throughout the world form a corps of true “professional observers” and believes that the key to creating and maintaining this corps is to properly recruit observers and to provide them with attractive compensation in order to retain them in the fisheries system.

Anik Clemens (St. Petersburg, Florida, USA): Anik Clemens is currently a Technical Writer for NOAA Fisheries Service at the Southeast Regional Office (SERO) in St. Petersburg, Florida.

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Ms. Clemens obtained a degree in Marine Biology from UC San Diego in La Jolla, California in 2001 and after graduation moved to Hawaii to pursue a career in fisheries. Anik observed on pelagic longline vessels in the Pacific Islands Regional Observer Program (PIROP) from September 2001 through September 2004. Over the three years Anik observed out of her home port of Honolulu, she logged over 300 days at sea and completed 14 trips on vessels targeting tuna and swordfish.

After her stint as an observer, Anik was hired by NOAA Fisheries Service to help manage and conserve U.S. fish stocks in Federal waters. Anik worked as a Regulation Writer at the Pacific Islands Regional Office (PIRO), applying the skills she gained as an observer to her job in the management side of fisheries. Her experience working as an observer with different cultures on Hawaii longline vessels prepared Anik to educate fishermen and observers in the regulations required in Federal waters. Anik gave presentations on the regulations at Protected Species Workshops, observer training classes, as well as abroad in American Samoa to longline vessel captains and crew.



In 2006, Anik moved to Florida to continue her work with NOAA Fisheries Service, this time at the SERO, which has enabled her to gain a new perspective on U.S. marine fisheries. Anik believes that the management and conservation of fisheries will continue to benefit from observer data and observer interactions with the fishing community. “Hands-on experience will strengthen the ability of fishery regulators to implement management measures that have practical value in marine fisheries.”

Dawn Golden (Honolulu, Hawaii, USA): Ms. Golden began work as a Fisheries Observer in 1998 and has observed in the: Alaska Groundfish fisheries, the Alaska Marine Mammal Observer Programme (Alaskan salmon drift and set gillnet fishery), the California Driftnet fishery, with the International Pacific Halibut Commission (IPHC), and lastly, in the Pacific Islands (Hawaii) longline observer programme. In 2002, Dawn accepted a position as an observer programme Debriefer in the Pacific Islands Regional Observer Programme (PIROP) in Honolulu, Hawaii and has since additionally been tasked with training observers in the region.

Her responsibilities have included: interviewing observers, consultation regarding data collection procedures, data analysis, observer safety aboard commercial fishing vessels, and enforcement related issues. Dawn has also helped review fishery regulations,

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developed and conducted observer trainings, and created curriculums for the observer trainings. Ms. Golden is a member of the U.S. National Observer Programme (NOP) safety committee that develops National Safety training standards and builds curriculums for US observer programmes. Additionally, she has worked with the Secretariat of the Pacific Community/Forum Fisheries Agency (SPC/FFA) observer programme, training observers on protected species identification and handling procedures as well as providing recommendations for training-material development. Ms Golden's boat time is now spent on research cruises, where she has been able to work on a number of at- sea research projects. Dawn is presently attending graduate school in the field of fisheries policy at the University of Washington in Seattle, WA.



As an OPWG member, Dawn hopes to help expand upon existing programmes and to help develop a strong career path for their observers, in order to retain their experience. Dawn hopes that this valuable practical (Observer) experience can be incorporated into future fisheries management practices.

Chris Heineken (Cape Town, South Africa): Chris is the Training Director and Observer Deployment Coordinator for *Capricorn Fisheries Monitoring (Capfish)* based in Cape Town, South Africa.

After graduating, Chris served in the South African Navy for seven years, during which time he obtained a B.Mil Natural Science Degree from the University of Stellenbosch, his Bridge Watch Keeping Certificate, and qualified as a navy diver. He then resigned from the SA Navy to return to university, to study Marine Biology at the University of Cape Town. Chris completed his honours in Ichthyology and Fisheries Science from Rhodes University in 1985. Thereafter, he commenced a career in mariculture, farming both shellfish and sea-run trout. In 1995 he



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returned to sea as a Scientific Observer working on projects monitoring by-catch in the demersal trawl fishery and as an International CCAMLR Scientific Observer. In April 1999, together with Dave Japp and Jan Wissema, he founded *Capfish*.

From its inception, *Capfish* has built up a strong management team to support its operations, and it currently employs up to 50 observers in the South African offshore fishery and 20 international observers. Chris's navigational experience as an executive officer in the navy and his extensive qualifications in fisheries science, together with his practical experience as an observer, has provided him with a solid background to train and manage observers and the observer programme staff. Over the last seven years Chris has been responsible for both the training and coordination of the company's international observers. Key contracts for these deployments include the CCAMLR Scientific Observer Programme, Indian Ocean Tuna Tagging Programme, and supplying fisheries liaison officers to Seismic Survey vessels operating on the South African continental shelf.

Chris has participated at the last three Conferences. Some issues that Chris believes should be investigated by an international Observer body:

- Qualifications, training and experience to meet unified international requirements
- Observer rates
- Living and working conditions and safety onboard vessels
- Communication (language differences)
- Unified sampling strategies and data recording.

Chris says that “in the future there is going to be a greater international demand for professional observers. There is increasing pressure on countries and companies to prove that they are fishing responsibly and to comply with international norms, with respect to by-catch, shark fining and the prevention of the incidental catch and mortality of seabirds and marine mammals.”

Patricia Luciano Mancini, MSc. (Itajai, Brazil): Patricia Luciano Mancini acts as the Observer Program Representative for Projeto Albatroz, a Non-Governmental Organization (NGO) based in southern Brazil which works with seabird conservation.

Ms. Mancini graduated from Pontifícia Universidade Católica de Campinas (PUCCamp), Brazil with a degree in Biological Science in 2000. She received her Masters in Zoology at the Universidade Estadual Paulista (UNESP Campus) in Rio Claro, Brazil in 2005. Her Masters research investigated the fishery biology, age and growth of Bigeye Thresher sharks, *Alopias superciliosus*, caught by the pelagic longline fleet based in Santos, Brazil.

In 2003/2004, Patricia completed four cruises as an on-board observer in the sport fishery at Ilhabela, Brazil. She was also an observer in an artisanal trawl fishery in 2004 and completed a longline cruise on the fisheries research vessel ‘Soloncy Moura’ in 2007.

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Overall, Patricia has logged 170h at-sea. She has participated in the Environmental Trainee program sponsored by Fundação O Boticário, has published six scientific articles in national and international journals (with three more currently being prepared) and has conducted 20 professional presentations in meetings in Brazil, Canada and South Africa. In 2007, Patricia participated in the 5th International Fisheries Observer Conference (IFOC) held in Victoria, Canada and just recently (August 2008) in the IV International Albatross and Petrel Conference held in Cape Town, South Africa, where she received an award for the best poster presentation.

Since 2006, Patricia has worked with Projeto Albatroz. Patricia is responsible for training Projeto Albatroz observers in the collection of seabird data and for testing mitigation measures to reduce seabird bycatch. An important task of Projeto Albatroz observers is to develop an environmental education approach on board with fishers to raise their awareness on the importance of conservation of the marine environment. These observers, after returning from sea, are interviewed by a professional psychologist to measure their stress levels and to gauge how this may affect the quality of the collected data.



Tracey Mayhew (Anchorage, Alaska, USA): Tracey is the Anchorage port representative for the Seafarers International Union (SIU), the largest maritime union in North America. In this position, she also acts as the union representative for the Alaska Fisheries Division–United Industrial Workers, which represents, among others, Fisheries Observers in the North Pacific Groundfish Observer Programme (NPGOP) and the Pacific Islands Region Observer Programme (PIROP).

Tracey first trained as a fishery observer in 1994 and has participated in many US observer programmes, including: the North Pacific Groundfish Observer



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Programme, the California/Oregon Drift Gillnet Programme and the Alaska Marine Mammal Observer Programme. Tracey served on the North Pacific Fisheries Management Council Advisory Panel as the observer representative and has been active for many years in the Association for Professional Observers (APO). Recently, Tracey was elected as the North American Chair for the International Transport Workers' Federation Fisheries Section.

Tracey participated in the 2002 International Fisheries Observer Conference where she learned about other observer programmes worldwide. She sees the OPWG as a tool for sharing challenges and successes and developing solutions in an international forum.

“Prior to the 2002 conference I didn't realize the number and variety of observer programmes worldwide,” she said. “After the 2002 conference I wanted to learn more about these programmes. I am excited to have that opportunity to increase my understanding and to participate in developing solutions to benefit all observers and observer programmes.”

Note: Tracey acts as the OPWG Wages and Benefits Committee Lead.



Jon T. McVeigh (Eureka, California, USA): Jon has worked exclusively in the



observer realm since college, observing in three different programmes- Alaska Groundfish, Pacific Whiting, and with the West Coast Groundfish Observer Programme (WCGOP).

Jon began work as an observer with the WCGOP at its inception in 2001. He was quickly promoted to a lead observer position. After 3 years observing in the WCGOP and a 4 year total at-sea observer career, he took a federal staff position as a NOAA Fisheries Marine Biologist and is now a Lead Debriefing with the programme.

Jon's duties for the WCGOP mainly include debriefing observers and assisting with training, especially safety training. This perspective has shown Jon how varying pay schemes and benefit packages affect observers. He has seen and experienced its goal of retaining a core of professional year-round observers in addition to eight-month contracted observers. Jon has worked his way from “newbie” to staff, has had the privilege to work and grow with the WCGOP since it began, and knows what it takes to blaze a career path in the observer realm. In Jon's observing career, he has worked short

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and long contracts, sampled on small and large vessels, and worked in small and large programmes.

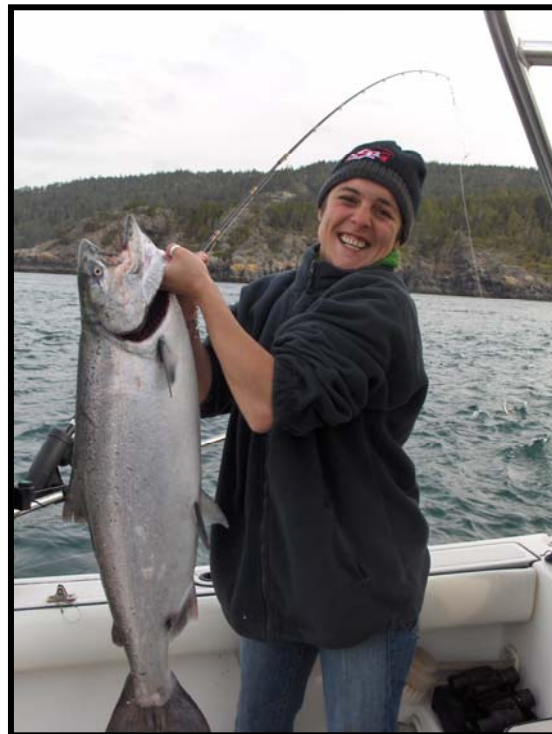
Jon is interested in working on projects that can help open the door to others seeking a career path in the observer world network, from a path of someone seeking out observing as a profession to those aiming to simply use observing as a jumping off point to other biological and management careers. Jon is also interested in exploring ideas of standardizing aspects of observer professionalism across national and international programmes and hopes to help investigate a clear definition of what it means to be a professional observer.

Note: Jon acts as the OPWG Support and Opportunities Committee Lead.

Sara Monteiro, MSc. (European Union): Sara worked as a fisheries observer for a period of 4 years. While observing, she worked: in the live bait tuna fisheries, POPA, Azores; in the North Atlantic Fisheries Organization (NAFO) Regulatory area, upon factory bottom trawlers; and, in the Brazilian longliner fisheries, Projeto Albatroz, performing different observer tasks in each of the programmes

Her work with Projeto Albatroz was part of her Masters Degree thesis. Projeto Albatroz works for the conservation of Albatrosses and other seabirds and Sara's thesis concerned environmental education to fishermen and the role of an "educational observer." The deployments made in Brazil left quite a positive mark and, later in 2008, Sara published a small book telling about her adventures while at sea.

In 2005 in order to complement her knowledge in fisheries she felt the need to know more on policy making and how fisheries were managed. Sara applied for a traineeship at the European Commission, Directorate General for Maritime Affairs and Fisheries where she has stayed up until today. She has worked as a fisheries adviser for control and enforcement issues and is the author of Commission Regulation (EC) N° 409/2009 on the harmonisation of EU fish conversion factors. Although lately a bit detached from the observer world, Sara hopes that her experience in the practical and administrative side of fisheries will bring an added value to the Observer Professionalism Working Group.



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Dr. Tom Nishida (Shizuoka, Japan): Dr. Nishida is the Research Officer for International Marine Fisheries Resources, in Japan.

Tom has been investigating worldwide observer programmes for many years in order to improve upon Japanese Observer Programme operations. He has examined 77 different Observer Programmes worldwide (in 15 separate countries), conducted by 46 different fisheries Agencies and by 5 different international organizations.



During these investigations, Dr. Nishida covered numerous aspects relating to the Observer Programme operations- for instance, he covered employment issues, observer livelihood, retention, data quality, and many other topics. Tom has submitted two summary papers to the IOTC (Indian Ocean tuna Commission) with his findings. Dr. Nishida is also very versed with spatial data analysis technology, such as Geographical Information Systems (GIS).

Mike Orcutt (Victoria, British Columbia, Canada): Mike has been with Archipelago Marine Research Ltd. (AMR) since March of 1998 and currently the position of Operations Manager – Observer Services for the at-sea observer programme.

Mike began his career with AMR as an observer on the Groundfish trawl fleet and accumulated about 700 sea days working on vessels in a variety of fisheries and on several stock assessments and tagging charters.

During his career as an observer, Mike was elected to the Fisheries Observer Programme Advisory Committee (FOPAC) with AMR. FOPAC was established to identify, address and make recommendations about policy and procedural issues and develop ideas that may affect at-sea fishery observers and the delivery of the observer service.

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Mike is currently responsible for coordinating recruitment, hiring, training, briefing, and debriefing of observers, as well as supervision of field staff. Mike is currently a peer member of AMR's Critical Incident Stress (CIS) team. The goal of this team is to provide timely and effective support for employees and their family members who have been involved in a critical incident, or who are suffering from work related or personal stress. Mike hopes to help strengthen lines of

communication among observers, programme staff and company management and is looking forward to learning from other members of the OPWG in order to garner insight and ideas of how to better serve Observers in terms of both professional and personal development.



Ebol Rojas (Ozumba, Mexico): Ebol was born in Montevideo, Uruguay, and currently resides in Mexico. Ebol started working on the sea with the Uruguayan Navy.

During his nine-year career with the navy, Ebol obtained a Fishing Master certification from the Maritime School of UTU, with specializations in both fish biology and fishing technology, acquired a Bridge Watch Keeping Certificate, and became a rescue swimmer. Ebol first started working part time as a Scientific Observer for the Uruguayan-based DINARA (National Direction of Aquatic Resources) in 2001, under the authority of the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR) and the International Commission for the Conservation of Atlantic Tunas (ICCAT).

In 2003 Ebol resigned from the Uruguayan Navy in order to work full time as a Scientific Observer. During Ebol's (1200+ sea-day) career as an observer, he has observed upon many waters throughout the world, including: the Atlantic Ocean, Indian Ocean, Pacific Ocean, and the Southern Ocean (Ross Sea and near the South Orkney Islands). He has observed among numerous commercial and experimental fisheries, such as: krill, hake, tuna, swordfish, crab, and Antarctic toothfish. Among these fisheries, Ebol has had the opportunity to work with numerous fishing gear types, such as: automated pelagic and bottom longlining, fish and crab pots, bottom and mid-water trawling, including midwater trawl with a continuous fishing (pumping) system, manual longline, and most recently, upon reefer transshipment vessels. Observing has taken Ebol to ports in Namibia, South Africa, Gabon, Angola, Mauritius, Chile, Argentina, Peru, Brazil, Panama, Robinson Crusoe Island, Tristan da Cunha island, the Falkland Islands, and Spain.

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While working with DINARA, Ebol: assisted with management of Antarctic observer operations, helped to redesign observer data collection forms, worked to adapt the data input techniques for and to assess the success of the Mammals and Birds Excluding Device (MBED), and collaborated in on the drafting of several internal technical reports. Currently, Ebol is a certified CCAMLR International Observer and an ICCAT Regional Observer Program observer. Although Ebol was observing and could not attend the 5th IFOC, he was a member of the Observer Safety Working Group. Ebol has been a regular contributor to the Association for Professional Observers (APO) Mail Buoy newsletter since 2006 and has been an APO Board member since 2007.



Ebol sees observers as the “fundamental suppliers of the information needed for making proper fisheries management decisions”, and he sees the observer position as essential for improving the efficiency of fishing gears and techniques which help to minimize the incidental capture of protected species such as sea birds, marine mammals, and sea turtles. Ebol hopes to help raise the overall recognition for observers as professionals, and hopes to help improve the existing observation methods used for identifying and quantifying a serious global issue, the Illegal, Unregulated and Unreported (IUU) fishing about the world.

Bob Stanley (Canberra, Australia): Bob began observing in 1987 on Japanese processing vessels that took southern bluefin tuna catches from Australian purse seine or pole vessels. That work was on-going, until 1991 when Bob started observing on Japanese longliners. He also worked on Norwegian, Japanese and Russian joint venture trawlers between 91 and 92. Regions covered ranged from the Coral Sea to the Tasman Sea and around southern Australia to 25 degrees south off Western Australia.

Bob started with the Japanese high seas tuna fleet in 1992, with what was then known as the Real Time Monitoring Programme (conducted by CSIRO). He completed five cruises which were up to 3.5 months in duration. The regions covered included the South Atlantic, the South East Indian Ocean, and the Southern Oceans.

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In 1996, Bob was appointed senior observer and was based in Canberra. He continued to do sea duty on a regular basis until March of 2005. This included a number of trips to Australia's Antarctic fisheries, work on auto demersal longliners and factory processing trawlers and shark gill net vessels.

The 1996 appointment, gave him the responsibility for the management training and placement of observers in a number of fisheries. Bob has since helped develop observer exchange agreements and protocols with other CCAMLR nations. Additionally, Bob was responsible for the programme's budgeting and its invoicing for the provision of observer services.

Bob is currently focusing on the integration of technologies as complimentary to present Observer and Logbook programmes. He has an engineering background and tends to prefer a project management approach within his working environment. Bob has "great faith in the worth of most observers and of the worth of many of the programmes" and "sees the great possibilities in technology being able to add both value and safety to observer work." In 2001 and 2002, Bob developed the Competency Standards and the Curriculum for Observers Training provided by third party Technical Training Institutions.

Bob would like to see:

- A longer term vision for what is observing.
- A framework for acceptance of standards (competency and professional) across jurisdictions and indeed internationally.
- The establishment of a network of observer mentors both local and more widely.
- An agreed system of objective observer performance assessment.

Note: Bob acts as the OPWG Employment Standards Committee Lead.

Teresa Turk, MSc. (Silver Spring, Maryland, USA): Teresa is a fisheries biologist and the International Observer Program Coordinator with the National Marine Fisheries Service (NMFS), National Observer Programme (NOP), Office of Science and Technology and Office of International Affairs, in Silver Spring, MD, USA.

Ms. Turk received her B.S. in Zoology and M.A. in Anthropology from the University of Arkansas and her M.S. in Fisheries Science from the University of Washington.

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She began her career in fisheries in 1988, working first as an Observer on board Russian trawlers in the Bering Sea of Alaska. Later, she worked as a U.S. domestic Observer on board crab and scallop vessels, as an Observer Field Coordinator for a private contractor in Dutch Harbor, Alaska, and, prior to joining NMFS, Teresa co-founded the Association for Professional Observers (APO), based in the state of Washington, USA.

Prior to joining the Office of Science and Technology in 2003, Ms. Turk designed the United States' Northwest Fisheries Science Center's groundfish observer programme. She also was the team leader for the Northwest Fisheries Science Center's survey programme and has since led or participated in multiple survey operations throughout U.S. waters and Antarctica.

From 2000 until she retired following the Victoria Conference in 2007, Teresa served as a member of the International Fisheries Observer and Monitoring Conference (IFOMC) series' Steering Committee

In Teresa's current position, she recently assisted in the design of the International Commission for the Conservation of Atlantic Tuna's (ICCAT) Transshipment Observer Programme, is currently working on capacity building projects in West Africa, and serves as the NMFS International Observer Program Coordinator.



Ms. Turk's career has focused on improving fisheries at-sea data collection, quality, transmission and analysis through the use of automated and electronic data collection software and hardware in both fisheries independent surveys and observer programmes. Currently, she is the national coordinator for the development of the Fisheries Scientific Computer System (FSCS) 2.0 at-sea data collection system.

Teresa strongly believes that many of the best scientists serving at sea are current or past observers, and she says, "The high quality data collected under adverse conditions should not go unrecognized and a greater awareness of their (Observers') contribution to the sustainability of marine stocks is needed both by improving their compensation and providing international recognition."

Note: Teresa co-founded the OPWG in October 2006 with Keith Davis and served as the OPWG Steering Committee Liaison (SCL) from then until after the 2007 IFOC in Victoria. Thereafter, she has served as an OPWG member.

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Elaine Ward, M.I.L., LL.B. (Victoria, British Columbia, Canada): Elaine is the Gender and Diversity Specialist for World Fisheries Trust (WFT).

She holds a law degree from the University of Calgary (Alberta, Canada) and a Masters of Public International Law from Lund University (Sweden).



Elaine has specialized and published in the areas of human rights and the environment, with a focus on gender and racial equality. She has worked with aboriginal groups in Canada and Greenland, as well as with community-based Maasai organizations in Tanzania to develop a gendered approach to environmental management and land rights. Elaine worked on WFT's Canadian International Development Agency (CIDA) Inland Fisheries project in Brazil and is currently the Gender and Ethnic Equality Advisor for their KEEP project on coastal communities in NE Brazil. Recently, she developed gender equity and diversity policy guidelines on the sustainable use and conservation of aquatic resources, as part of a desk study on *Gender and Aquatic Biodiversity*, for the International Development Research Center

(IDRC), Aquatic Resources Development project.

Elaine was invited to join the Observer Professionalism Working Group during the May 2007 International Fisheries Observer Conference held in Victoria, BC. In Victoria, on behalf of WFT, Elaine gave a presentation on *Social Equity in Fisheries Monitoring Programmes* as part of the OPWG panel.

Note: Elaine acts as the OPWG Social Equity Committee Lead.

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Sara Wetmore (Woods Hole, Massachusetts, USA): Sara has worked as a Fisheries Biologist for the Northeast Fisheries Observer Programme (NEFOP) for over 6 years now, and, for the first 2.5 years, was the programme's training coordinator. Currently, Sara works with data quality control and data processing within the NEFOP programme. While developing the NEFOP's training programme, she had the opportunity to sit-in on trainings held in the Alaska and in the Southeast Regions. She was fortunate enough to travel to Australia for the last Observer Conference, where she presented a talk on training in the NE. At the conference in New Orleans, she co-presented a poster on Poundnet observing.



Sara has various experiences in the NE programme that she believes will be helpful to the working group. This experience ranges from developing training methods, training observers, working in the field, data processing/management, communicating with fishermen, and working with observers to improve data quality. She says that “each piece of a programme must be tied together well in order for any programme to obtain its objectives, and having experience with a variety of issues is quite useful.”

As part of the working group, Sara hopes to develop ideas for improving involvement of observers in certain aspects of the programme (e.g. developing data collection protocols and helping with data analysis) - she believes that this will improve observers' understanding of the true importance of data collection and will include them in the overall mission of the programme.



OPWG Working Group Leader (WGL):

Keith Davis (USA): Since 1999, when Keith began his career with the fisheries, he has observed in various regions throughout the United States (the North Pacific/Alaska region, the Northwest Atlantic, and the Pacific Islands region) and internationally (South Africa and with the Inter-American Tropical Tuna Commission, IATTC, on the Pacific high seas), participating in numerous fisheries (pelagic and demersal trawling and longlining, pot fishing, scallop dredging, pelagic purse seining) and working in a Tuna Transshipment Observer Program.

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From 2004 to 2005, Keith worked as a Debriefing Officer for the Pacific Island Regional Observer Programme (PIROP), in Honolulu, Hawaii. While in Hawaii, Keith assisted with managing observers with their protected species duties, updated instruction manuals, debriefing guides, and species identification guides, and helped redesign data collection forms to be utilized in the field. In order to manage the PIROP observer coverage levels appropriately, Keith was also tasked with cooperating with the regional observer contractor, the vessel logbook and VMS managers, and the fish auction/plant supervisors to keep track of the regional commercial fishing vessel activity. Keith also helped train observers regarding identification of and biopsy-sampling protocols for marine mammals and various at-sea marine safety procedures while working in Hawaii. And, while assisting with two marine mammal research cruises off Kona, Hawaii, he compiled several hours worth of marine mammal video footage for observer training purposes.



In the summer of 2005, Keith returned to the field (observer work) and took on an active role with the Association for Professional Observers (APO). Currently, Keith is a certified Observer in the US North Pacific and Pacific Islands and with the IATTC, and he still volunteers much of his time with the APO.

He has participated at the last four Conferences, presenting on panels in both Newfoundland (2000) and Sydney (2004), coordinated the Observer Professionalism Working

Group's efforts at the 2007 Conference in Victoria and is coordinating the Working Group's efforts for the 6th IFOMC in 2009.

During Keith's career with the fisheries, he has witnessed a degree of disparity among various Observer Programme's operations, trainings, and professionalism guidelines. Keith's main focus continues to be centered upon helping to heighten and maintain elevated standards of observer data collection procedures and observer employment practices. He hopes to help the OPWG frame some basic observer employment principles, which may work to guide fisheries observers and programmes towards successful outcomes.

Note: Keith co-founded the OPWG with Teresa Turk in October 2006 and has served as the OPWG Working Group Leader and as an OPWG Member since. As of October 2008, Keith is on the OPWG Wages and Benefit's Committee.

Observer Professionalism Working Group (OPWG)

OPWG Steering Committee Liaison (SCL):

Amy Van Atten, MSc. (Woods Hole, Massachusetts, USA): Amy Van Atten is the Operations Coordinator for the Northeast Fisheries Observer Program (NEFOP) at the Northeast Fisheries Science Center in Woods Hole, Massachusetts.

Amy has worked for the National Marine Fisheries Service since 1991. She has a Wildlife Biology and Forestry Bachelor of Science degree from the University of Massachusetts and a Master of Science degree from the University of Maine Orono, in Wildlife Management. For several years, Amy worked at the Alaska Regional Office and managed the Alaska Marine Mammal Observer Program, conducting surveys and observations of bycatch in the salmon gillnet fisheries in Kodiak and Southeast Alaska. Amy has also worked on marine mammal surveys in Antarctica for the Conservation of Antarctic Marine Living Resources. In her current position, Amy manages the NEFOP and the Industry-Funded Scallop Observer Program, which covers commercial fisheries from Maine through North Carolina on the East Coast of the United States. Amy is a member of the National Observer Program Advisory Team and is also working with the Electronic Monitoring Committee. Amy follows upcoming management and regulatory changes that may affect fisheries in the Northeast. She is also the Outreach Coordinator, developing outreach materials and involving the program in industry, science, and maritime events.



Amy has worked with observers, alongside them at-sea, in office settings, field camps, and workshops and conferences, for over 17 years. Over that time she has been involved with establishing standards that treat observers fairly and provide the support that they deserve. Observers are on the front line, the first to be sent into uncharted territory, bearing the brunt of industry's displeasure, and interrogation by the program's operations. They experience pressures from all sides to do more, do better, and do it faster in a seemingly never satisfied forum. They often offer all they have, sacrificing the comforts of shore, testing the limits of social relationships, to live the majority of their time in a solitary, foreign, uncomfortable, contentious, and sometimes hostile environment. Their work is unpredictable and dangerous, and they are made to feel like they are a commodity, dispensable and easily replaced. Amy has interviewed over 200 observers from several programs and has seen common themes evolve – “observers would like to see more support, respect, and advanced opportunities for their profession.”

Observer Professionalism Working Group (OPWG)

Amy also works closely with industry and would like to see the industry develop a more vested interest in observer performance and duties. She says: “They (fishers) should be knowledgeable of the goals and priorities of the observer program, know what to expect from an observer during a trip, and be forthcoming when they recognize a problem. A few bad observers unfortunately ruin the lot. Fishermen want clean, respectful, hard working, polite, qualified, and professional observers. Performance measures must be in place to ensure that all observers and observer program staff are consistently providing unbiased high quality data.”

Amy continues: “The work of the Observer Professionalism Working Group is important in developing standards and understanding the needs of a specialized occupation. Their work is well documented and should be referenced by all observer programs and when designing new fisheries data collection programs using humans.

Note: Amy joined the OPWG in June 2008. While serving as the OPWG Steering Committee Liaison, Amy also serves as a member, on the Group’s Employment Standards Committee.



OPWG Prior Members:

Note: All of the following profiled people were members of the OPWG for the 5th IFOMC in Victoria, May 2007, and have since retired from the Group.

Elwin (EC) Kruger (Lüderitz, Namibia): The Observer Programme in Namibia



was started about two years after independence in 1992, under the Ministry of Fisheries and Marine Resources. The objective at the time was to create more employment opportunities in the fishing industry. As a result, many people were recruited with no experience or any formal training in the field. “Special Fisheries Inspectors” were deployed to fishing vessels harvesting in the Namibian EEZ, with the purpose of monitoring harvesting activities in compliance with the Namibian Fisheries Legislation. In 1996, the

programme was further developed to allow for the collection of sampling data by observers.

Observer Professionalism Working Group (OPWG)

From 1992 until 1994, Elwin was partially involved with training the “Special Fisheries Inspectors.” He was further involved with the investigation of reported cases from observers since the inception of the programme in 1992 until 2003, when he left the employment of the Ministry of Fisheries and Marine Resources to take up his current position as Operations Manager at the Fisheries Observer Agency (FOA), at the regional office in Lüderitz, Namibia. Since, Elwin joined the FOA about a year after the organization’s inception, he has participated in the formulation and drafting of varying policies that help guide its operations.

As Operations Manager, the key performance areas for Elwin would include, but are not limited to the following: in charge of the Lüderitz Operations and as such be responsible for the efficient and effective management and administration of the department; in accordance with the overall strategic objectives of the FOA, planning of operational activities in order to ensure quality services to the fishing industry and all other relevant stake holders; and is responsible for the coordination of all operational activities of the department including the briefing, training, deployment, supervision, and debriefing of observers.

With more than 17 years of experience in the fishing fraternity in Namibia, Elwin is able to provide a perspective of the entire fisheries management regime and the development of the observer programme in Namibia and the region.

Since the observer in Namibia still faces many challenges, Elwin would like to upgrade his competency and understanding of other observers around the world which will allow him to make a greater contribution towards the sustainability of his own programme in Namibia.

Note: Elwin left the OPWG in August, 2008.



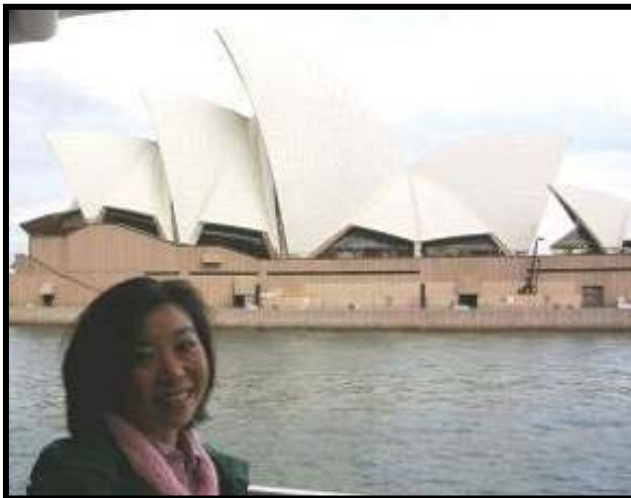
Glenn Quelch (Brussels, Belgium, European Union): Glenn has a wide variety of fisheries observer and managerial experience and has a particular interest in the efficacy of observer schemes, as applied to fisheries Monitoring, Control and Surveillance (MCS) programmes. Glenn's experience includes work as a Senior Observer in the Northwest Atlantic Fisheries Organization (NAFO) regulatory area and as a Scientific Observer for Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR), zone 48.3. He has also worked as a senior fisheries protection officer in the British Indian Ocean Territory; an integral part of this role being the deployment, recovery and field management of fisheries observers placed upon tuna purse seiners, Asian longliners and artisanal reef fishing vessels.

Recently, Glenn has been involved in monitoring the application of European Community fisheries legislation (in the Member States), and has worked with control aspects of bilateral partnership agreements with third countries.

Note: Before leaving the OPWG in October 2008, Glenn had served as co-chair (co-WGL) of the OPWG (starting in March 2008) and was co-editor of the 2008 OPWG 5th IFOC Report.



Courtney Sakai (Washington DC, USA): Ms. Sakai is a public affairs specialist with more than 16 years of experience in political campaigns and marketing communications, including substantial work in education and outreach, media and advertising, coalition building, opinion research, research and writing, and community relations. Ms. Sakai currently is a campaign director at Oceana, an international organization dedicated to protecting the world's oceans. Ms. Sakai created and runs a campaign to address dirty-fishing in North American fisheries. One of the key components of this campaign is to support and expand fishery observer programmes. Specifically, Oceana's efforts have focused on three key areas: 1) increasing funding for observer programmes, 2) improving observer science, methodology, and data quality, and 3) helping apply technology to improve the service and reach of observer programmes.



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Approximately seven years ago, Ms. Sakai initiated a comprehensive PR and advocacy effort to increase federal funding for observer programmes, including outreach to more than 200 congressional offices. Since then, total federal funding for observer programmes has been nearly doubled. In addition, these efforts have helped maintain existing funding levels, despite a difficult budget climate where many programmes have seen reductions in the past few years.

Oceana also spearheaded new scientific work on how to design and run observer programmes that produce reliable data, including, in particular, how to account for the bias created by a change in behavior by fishermen when observers are present. Oceana presented the findings of this study at the 2004 IFOC, in New Orleans, U.S.A.

Ms. Sakai leads a number of international trade projects related to fisheries and serves as a formal advisor to the U.S. Trade Representative. In this capacity, Ms. Sakai has cultivated relationships with fisheries and trade officials in dozens of developed and developing countries, which provide a potential network to address observer, monitoring, and enforcement issues.

Overall, a key goal of Oceana's work is to educate key audiences about why observers are important. However, we also believe that addressing issues related to professionalism is crucial, because through development and cultivation of individual observers, programmes as a whole will benefit, which will further reinforce their need and value.

One of Oceana's priorities is to continue to raise awareness about observers with key audiences and to address emerging issues. Oceana has parallel campaigns and projects on observers in our other regions that could serve as a resource and/or possible outlets for the implementation of the working group's recommendations and ideas. Courtney says, "We would potentially be interested in pursuing new scientific, policy, or communications work based on the findings and results of this working group."

Note: Courtney left the OPWG in August, 2008.