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PROFESSIONAL EXPERIENCE

Bluedot Associates Ltd.
Lead Marine Spatial Ecologist
2025 – Present

- Work with a range of clients across the extractives and renewables sectors as well as
- Integrate use of spatial datasets to inform net gain strategies and response actions to identify areas where response actions may be most likely to succeed in a data-driven manner.
- Development of Biodiversity Action Plans and Net Gain Strategies to identify appropriate response actions for companies based on the biodiversity features present across the seascape in line with International Finance Institution lender standards (e.g., IFC Performance Standard 6).
- Application of state-pressure-response frameworks to build an evidence base for clients around the significance of the biodiversity features and the main pressures that impact the seascape (site-based and at wider scales) to identify which response actions are most likely to deliver net gain for a particular project.
- Lead consultations with stakeholders to obtain information about existing conservation programmes and the opportunity for collaboration as well as to obtain expert input into any biological and social considerations relating to projects.
- Identification of appropriate state-of-nature metrics to track performance of any actions to measure outcomes of biodiversity net gain.
- Coordinate with technical expert groups to provide expert input into wider development and improvement of marine state-of-nature metrics.
- Development of data workflows (in R and Python) to automate common analyses and gather evidence from multiple sources.

The Biodiversity Consultancy Ltd.
Technical Director
2021 – 2025

- Work with clients across sectors to turn their data into nature positive actions, including finance, food & beverages, textiles and apparel, luxury goods, mining, renewable energy, and manufacturing.
- Locate, evaluate, and assess the nature-related impacts of companies and financial institutions alongside appropriate state of nature metrics to effectively prioritise areas for intervention and target-setting.
- Build workflows and products that bring together multiple biodiversity and nature datasets and metrics to enable companies to make decisions and facilitate disclosure against frameworks such as the Taskforce on Nature-related Financial Disclosures (TNFD), the Science-based Targets Network (SBTN), and the European Sustainability Reporting Standards Corporate Sustainability Reporting Directive (ESRS-CSRD).
- Manage key client and strategic partner-organisation relationships to facilitate long-term collaborations.
- Provide interpretation of what different biodiversity metrics mean for clients to turn data into information, including key limitations and assumptions, and how results can be linked to realistic actions.
- Manage a high-performing team to solve complex problems and meet client deadlines.
- Share technical knowledge across teams in the organisation to empower and develop colleagues.
- Lead the data analysis team to help companies mobilise, clean, and organise their nature-related data to facilitate nature and biodiversity assessments and integration into internal reporting systems.
- Led the development of the marine Species Threat Abatement and Restoration (STAR) metric in collaboration with NGOs and academics.

- Integrated the use of programming languages (R and Python) throughout the company to increase efficiency and QA/QC of complex data analysis.
- Provide technical input to TNFD, SBTN, and the Nature Positive Initiative (NPI) to improve guidance.
- Develop the science strategy of the organisation to identify development priorities.

UNEP World Conservation Monitoring Centre (WCMC)
Programme Officer (Business and Biodiversity Team)
2020 – 2021
- Technical lead for the Proteus partnership to provide private sector companies with technical guidance on global biodiversity data and tools.
- Chair of the Integrated Biodiversity Assessment Tool (IBAT) user sub-committee. Detailed understanding of the key IBAT datasets (e.g., IUCN Red List, World Databases of Protected Areas) for use in nature and biodiversity risk assessment and principles for their best-practice use.
- Technical lead for the Oil for Development programme to strengthen the availability and use of biodiversity data across partner country government staff (including Lebanon, Myanmar, Somalia, and Uganda) in collaboration with the Norwegian Environment Agency.
- Delivered remote training courses in data fundamentals and data management to international clients with limited technical knowledge.
- Provided technical leadership and support across the Business and Biodiversity team to streamline data analysis workflows and upskill others in the team.

Ocean Ecology Ltd.
Senior Marine Ecologist
2019 – 2020
- Lead role in geospatial analysis, data manipulation and visualisation, and report writing.
- Streamlined data analysis processes using R and Python scripts.
- Progressed the quality management system to ensure effective data management of different data types and quality control of data.
- Produced high-quality reports and deliverables tailored to the needs of clients.
- Formatted large datasets to meet international data standards for archiving.
- Extensive survey work across a range of environments and ecosystems across the UK and Europe.

Joint Nature Conservation Committee (JNCC)
Marine Offshore Habitats Monitoring Officer
2014 – 2016
- Led the development of scientific guidance documents in collaboration with scientific and governmental organisations.
- Managed research and development projects to synthesise information on UK marine benthic habitats and the ecosystem services they provide.
- Collaborated with partner organisations and across teams to plan surveys of the UK protected area network.
- Applied data analysis techniques to ensure scientific robustness of surveys.

Natural England
Marine Monitoring Specialist
2013 – 2014
- Sourced spatial data to inform survey design using GIS and programming skills.
- Managed contracts, in collaboration with partner organisations, for monitoring protected areas to gather robust evidence to inform designation and assess condition.

EDUCATION

University of Western Australia
PhD Marine Spatial Ecology
2016 – 2019

- Awarded a globally advertised BHP Marine Research scholarships to work in collaboration with the Commonwealth Scientific and Industrial Research Organisation (CSIRO).
- Established advanced GIS and programming (R and Python) skills to develop
- workflows to combine and analyse large data sets to obtain quantitative results.
- Detailed knowledge of statistics and modelling methods to identify the appropriate techniques to analyse data including mixed-effect models and machine-learning.
- Developed experience in the operation of cutting-edge remote sensing techniques and subsequent data analysis.
- Established a global network of contacts and led collaborations across institutions to produce quality research papers and book chapters.
- Presented work at multiple international and domestic conferences and seminars.
- Synthesised complex scientific and technical concepts to stakeholders

University of Newcastle upon Tyne
MSc Tropical Coastal Management
2011– 2012

- Set up a collaboration with the Department of Parks and Wildlife (Australia) to complete my research project on monitoring the condition of coral reefs and subsequently published this work.
- Obtained knowledge of the interactions between biodiversity, the private sector, and other stakeholders.

University of Newcastle upon Tyne
BSc Marine Zoology
2008– 2011

- Developed knowledge of marine ecology and biodiversity from a cellular to ecosystem level.
- Established knowledge of statistical principles for data interpretation and analysis.

INTERESTS

Athletics and Cross-Country

- International level ultrarunner. Selected for Great Britain in 2024.
- Club secretary for the Newcastle University Athletics Club.
- Committee member for the University of Western Australia Athletics Club.

SCUBA Diving

- Professionally qualified diver (PADI Divemaster) with associated first aid qualifications.