# 💻 PROFESSIONAL EXPERIENCE

# JOSEPH TURNER

## CONTACT

- ✉ Email
- in LinkedIn
- 🔗 Google Scholar
- ⌗ GitHub

**Present | 2024**

### Technical Director
The Biodiversity Consultancy 📍 Cambridge, GBR

- Work with clients across multiple sectors to turn their data into nature positive actions, including: Agriculture, 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.
- Built workflows and products that bring together multiple biodiversity and nature datasets and metrics to enable companies to make decisions in alignment with framework criteria to facilitate disclosure and reporting against TNFD, SBTN, CSRD, GRI, and IFC.
- 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 achievable and realistic actions.
- Lead a team of data experts to help companies mobilise, clean, and organise their nature-related data to facilitate nature and biodiversity assessments and integration into internal reporting systems.

**2024 | 2022**

### Senior Principal Consultant
The Biodiversity Consultancy 📍 Cambridge, GBR

- Led the development of the Marine Species Threat Abatement and Restoration (STAR) metric.
- Provided technical support and knowledge to initiatives such as the Taskforce on Nature-related Financial Disclosures (TNFD) and the Science-Based Targets Network (SBTN).
- Created workflows and methodologies, validated by SBTN, that can help compaies report on and track progress against science-based targets.
- Technical development of junior staff to implement automated methods across the organisation.

**2022 | 2021**

### Principal Consultant
The Biodiversity Consultancy 📍 Cambridge, GBR

- Worked directly with large companies to help them understand their inference with nature and biodiversity.
- Used a combination of large datasets and analysis workflows to assess biodiversity risk and quantify biodiversity impacts across complex supply chains to facilitate sustainability reporting and disclosure.
- Integrated use of programming languages (R and Python) throughout the company to increase efficiency and QA/QC of big data analysis.

**2021 | 2020**

### Programme Officer (Business and Biodiversity Team)
UNEP World Conservation Monitoring Centre (WCMC) 📍 Cambridge, GBR

- Technical lead for the Proteus partnership to provide private sector companies with access to global biodiversity data and tools.
- Chair of the Integrated Biodiversity Assessment Tool (IBAT) user sub-committee.
- Developed a detailed understanding of the IBAT datasets 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 countries.
- Delivered remote training courses in data fundamentals and data management to international clients with limited technical knowledge.
- Manage relationships between private sector and governmental partners.
- Provided technical leadership and support across the Business and Biodiversity team to streamline data analysis workflows and upskill others in the team.

## KEY SKILLS

- Biodiversity and Nature Data Expert
- Translation of Data into Nature Positive Actions for Companies
- Knowledge of Key Nature-related Frameworks (SBTN, TNFD, ESRS-CSRD, GRI)
- Biodiversity Metric Development
- Management of High-Performing Teams
- Data and Geospatial Analysis (R, Python)
- Marine Survey Methods

**Senior Marine Ecologist**

2020
|
2019

Ocean Ecology Ltd 　　　　　　　　　　　📍 Gloucester, GBR

- Lead role in data manipulation, analysis, and visualisation and report writing.
- Streamlined data analysis processes using R and Python scripts.
- Built workflows to automate data analysis and QA procedures.
- 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 individual needs of clients.
- Formatted large datasets to meet international metadata standards for data archiving.
- Lead role in mapping and advanced geospatial analysis using R and ArcGIS Pro software.

**Marine Offshore Habitats Monitoring Officer**

2016
|
2014

Joint Nature Conservation Committee (JNCC) 　　📍 Peterborough, GBR

- Led the development of scientific guidance documents in collaboration with scientific and governmental organisations.
- Managed research and development projects and worked with contractors to synthesise information on UK marine benthic habitats and the ecosystem services they provide.
- Collaborated with partner organisations and across teams within JNCC to plan surveys.
- Applied data analysis techniques to ensure scientific robustness of surveys.

**Marine Monitoring Specialist**

2014
|
2013

Natural England 　　　　　　　　　　　📍 Newcastle, GBR

- Sourced spatial data to inform survey design using GIS and programming skills.
- Managed contracts, in collaboration with partner organisations, for monitoring UK marine protected areas to gather robust evidence to inform designation and assess site condition.

## 🎓 EDUCATION

**PhD Spatial Ecology**

2019
|
2016

University of Western Australia 　　　　　　📍 Perth, AUS

- 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 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 a variety of stakeholders.
- Effectively practiced time management, self-management, and personal motivation.

**2012 | 2011**

### MSc Tropical Coastal Management

University of Newcastle upon Tyne

📍 Newcastle, GBR

- 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.
- Gained GIS and Python skills to analyse spatial data sets.
- Obtained knowledge of the interactions between biodiversity, the private sector, and other stakeholders.

**2011 | 2008**

### BSc (Hons) Marine Zoology

University of Newcastle upon Tyne

📍 Newcastle, GBR

- Developed knowledge of marine ecology and biodiversity from a cellular to ecosystem level.
- Established skills of data interpretation and analysis.
- Experienced in use of Microsoft Office and statistical software.

**2008 | 2006**

### A Levels

King George V Sixth Form College

📍 Liverpool, GBR

- Mathematics (A); Chemistry (A); Biology (A); Geology (A)

## ℹ INTERESTS

### Athletics and Cross-Country

- International level ultrarunner.
- Selected for Great Britain in 2024 and rank 9th all-time in GBR for the 100 km.
- Club secretary for the Newcastle University Athletics and Cross-Country Club 2011/12.
- Committee member for the University of Western Australia Athletics Club and led the development of the UWA Run Club to encourage greater student participation.

### SCUBA Diving

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