

Rachel Hanbury

Associate Director



PROFILE

Contacts:



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Present position

Associate Director at Poseidon Aquatic Resources Management Ltd, an international consultancy specialising in fisheries, aquaculture and aquatic environment.

Education

2005 – 2008 - BSc Ecology and Coastal Marine Biology 2:1 – Hull University

Key professional skills

- 15+ years' experience in fisheries and marine management, enforcement, and policy.
- Building effective teams and multi-agency working.
- Fisheries Monitoring, Control and Surveillance (MCS)
- Port State Measures Agreement (PSMA) implementation.
- National Plan of Action to prevent, deter and eliminate IUU (NPOA-IUU) creation/implementation.
- Marine Enforcement Officer (coastal and at sea operations).
- Application of remote sensing in fisheries enforcement and management.
- Patrol and asset tasking.
- Joint deployment patrols (bilateral - multilateral)
- Fisheries policy and legislation development and implementation
- Creation and delivery of MCS and enforcement training
- Fisheries related border controls expert.
- Catch certificate import and export implementation and delivery.
- EU, International and RFMO certification
- Fish marketing and trade.
- EU exit issues relating to the fishing industry.
- Global fisheries capacity building support.
- Extensive stakeholder and global Government engagement.
- Coastal fisheries and communities.
- Marine Protected Areas (MPAs) protection.
- Marine licensing and consents enforcement.
- Knowledge of fishing fleets, vessel behaviour, gears, and fisheries.
- Senior Investigation Officer - prosecution handling and court experience

Professional experience record

2023 – to date	Poseidon Aquatic Resource Management – Associate Director
2021 – to date	Sirens MCS Ltd - Independent Monitoring, Control and Surveillance (MCS), Fisheries, Supply Chain and Border Controls Advisor
2020 – 2021	OceanMind – Director of Marine and Fisheries Compliance
2016 – 2020	Defra Marine and Fisheries – Head of Control, Enforcement and IUU Policy (EU exit and BAU)
2013 – 2016	Marine Management Organisation (MMO) – Senior IUU Enforcement Officer
2010 – 2013	MMO – Senior Marine Enforcement Officer, Coastal Operations
2009 – 2010	MMO – Marine Enforcement Officer – Coastal Operations
2007 – 2008	Marine and Fisheries Agency (MFA) – Biological Sampling Team Leader

Membership of professional bodies: International Monitoring Control and Surveillance Network (IMCSN) – Vetted Expert
North Eastern Inshore Fisheries and Conservation Authority – General Member

Geographic experience

Global	Philippines, Sao Tome and Principe, Ghana, Costa Rica, Thailand, Cambodia, Palau, Vietnam, Canada, Sri Lanka, Maldives, Russia, Faroes, Greenland, British Antarctic Territory, BIOT, Falkland Islands, Pitcairn, Saint Helena, Ascension Island, Tristan Da Cunha, South Georgia and the Sandwich Islands and Turks and Caicos, Zanzibar, Tanzania, Kenya, Kiribati.
Europe	All Member States and bilateral involvement with – France, Spain, Belgium, Denmark, Germany, Malta, Netherlands, and Ireland
EEA/EFTA	Norway, Iceland, and Switzerland

Previous and current clients

National and local government	UK: Marine Management Organisation (MMO), UK Space Agency (UKSA), Defra, Inshore Fisheries and Conservation Authorities (IFCAs), Crown Dependencies (CDs), Devolved Administrations (DAs), Local Councils, National Federation of Fishermen's Association (NFFO), National Under Ten Fishermen's Association (NUTFA), Her Majesty's Revenue and Customs (HMRC), UK Houses of Parliament and the House of Lords, Border Force (BF), Port Health Authorities (PHAs), Food Standards Agency (FSA), Seafish, Fisheries Innovation Scotland (FIS) and Natural England (NE), Department For International Trade (DFIT), Foreign, Commonwealth and Development Office (FCDO).
International	INTERPOL, Commonwealth Secretariat, FAO, World Bank, Overseas Territories, Bureau of Fisheries and Aquatic Resources (BFAR) Philippines, Thai DOF, Food Safety and Veterinary Office (FSVO) Switzerland, DG Mare, European Fisheries Control Agency (EFCA), EU Member States IUU teams, INCOPECA, Costa Rican Coastguard, Dept Fisheries and Oceans Canada, Dutch Government, FFA, IOTC
NGO	Pew, WWF, GFW, TMT, IMCSN, Becht Family Charitable Trust, Bertarelli Foundation, Blue Action Fund, Blue Marine Foundation, Conservation International, Environmental Justice Foundation, Walmart Foundation, Waitt Institute, Fauna and Flora International (FFI), Maritime Archaeology Sea Trust (MAST), Wildlife Conservation Society
Private sector	Goldfish, Hilton Food Group, Caterers Choice, MSC,

Experience record

UK MPA Project – Becht Family Charitable Trust – Trialling remote sensing technology to protect UK MPAs – Project Director and MCS advisor.

EU Exit - Policy lead and subject matter expert for all aspects of fisheries control and enforcement during EU Exit.

Swiss IUU Implementation – Food Safety and Veterinary Office (FSVO) – Support the Swiss Governments implementation of IUU regulations and fisheries related border controls and catch certificates. Creation of training, guidance (internal and external), policy review, risk matrix and assessment creation, import IT system creation advice and support and long-term advice and support – Subject Matter Expert (sole delivery).

Blue Belt Program – Marine Management Organisation (MMO) & the UK Foreign and Commonwealth and Development Office – Utilising satellite technology to protect the UK Overseas Territories (UKOTs) from IUU Fishing – Project Director and MCS Advisor.

UK Export Service IT System – Defra & UK Government – Creation of an IT system that enables exporters of UK caught fish and fishery products to obtain a validated catch certificate 24/7 for free post EU Exit – Subject Matter Expert and Policy Lead.



Inshore Vessel Monitoring System (I-VMS) – Defra, UK Gov – Implementation of a large-scale program to install satellite and GSM based VMS systems on the English under 12metre fishing fleet and creation of relevant and enforceable legislation. Subject Matter Expert, MCS Advisor and Policy Lead.

Verumar Philippines – Bureau of Fisheries and Aquatic Resources & UK Space Agency – Provision of actionable intelligence, enforcement support and PSMA implementation – Project Director, MCS Advisor and Subject Matter Expert.

Marine Area Protection - Cambodia & Fauna and Flora International – Support the protection of the Marine Fisheries Management Area (MFMA) through the provision of risk assessments and actionable intelligence derived from remote sensing technology – Project Director and MCS Advisor.

Eastern Tropical Pacific – Pacifico & IMCSN – Strategic risk assessment of risks associated with IUU fishing in the Eastern Tropical Pacific to support creation of a plan of action to increase compliance and reduce IUU fishing – Project Director and MCS Advisor.

Port State Measures Training – South America - Wild Aid – Provision of brief, high-level PSMA related presentations on the practical aspects of implementation – Remote delivery.

FAD Fee Analysis and Reporting – Sainsbury's – Provision of regular risk assessments to ensure tuna imports are derived from FAD free catches – Project Director and MCS Advisor.

Unmanned Aerial Vehicles (UAVs) Project – Department of Fisheries and Oceans (DFO) Canada – Trialling a range of UAVs to support fisheries related enforcement activity in several countries around the globe – Project Director and MCS Advisor.

Small Vessel Tracking – Thailand Department of Fisheries (DoF) – Trial of a small vessel tracking technology, PSMA support and fleet monitoring support – MCS Advisor.

Catch Recording – Defra & MMO – Creation and implementation of a mobile phone-based application for fishing vessels under 10metres in length to record all catches to achieve fully documented fisheries and support catch certificate validation – Subject Matter Expert and Policy Lead.

Insurance/IUU workshop – MMO & FCDO – Set up and deliver a workshop to raise awareness of crime associated with IUU fishing and to prevent unknowingly insuring IUU listed vessels. Followed up by due diligence support and training to reduce long term risk – Enforcement Officer and Subject Matter Expert.

Fisheries Border Control Catch Certificate and IUU Training – MMO & PHAs – Create and deliver a comprehensive programme of training to PHAs around the UK to prevent IUU caught fish and fishery products from entering the UK/EU – Enforcement Officer, training creator, coordinator, deliverer, and Subject Matter Expert.

Cultural Heritage Protection – Maritime Archaeology Sea Trust (MAST) – Use satellite technology to monitor activity around sea wreck sites of significant cultural importance – Project Director.

EU Control Measures (Fisheries) – Defra & MMO – Creation and delivery of a roadmap to implement the necessary controls to ensure compliance with the EU Control Regulation working with delivery and arm's length bodies across the UK, EU, and Member States – Policy Lead and Subject Matter Expert.

Data Sharing Agreements – Defra – Engage in and support the successful negotiation of key fisheries enforcement related data sharing agreements to ensure the continuation of fishing activity post EU Exit – Policy Lead and MCS Advisor.

IUU Strategy and Future Policy – Defra – Develop a globally focussed IUU strategy for the UK post EU Exit to include trade in fish and fishery products, enforcement, global engagement, policy gap analysis and funding requirements – Policy Lead and Subject Matter Expert.

Supply Chain – Several commercial partners – Provide support, information, and risk assessments to supermarkets, importers, and other supply chain actors regarding sourcing strategies (mostly tuna). Provide advice to help inform sourcing choices highlighting potential non-compliance and provide recommendations for further action. Create and deliver bespoke fisheries, border control and certification training.

EMFF Evaluation – Poseidon – Delivery of evaluation of funded projects under the European Maritime and Fisheries Fund on behalf of DG Mare.

Transparency – Poseidon – Open-source research project looking at the extent to which various compliance/MCS-type data are available publicly.

MCS Gap Analysis - Provision of support to the Government of Zanzibar regarding fisheries related aspects of blue economy, marine spatial planning and MCS technology.

Fisheries Inspector Training - European Fisheries Control Agency (EFCA), Vigo. Recording inspector training modules for the EU/EFCA online training platform.

Fisheries Inspector Handbook- EFCA - Scaling down, re-drafting and updating of the EFCA fisheries inspector training handbook.

Kiritimati Sport and Pet Fish Management Plans - MEP - Supporting the drafting of the MCS aspects of the sport fish and pet fish management plans.

Proposed Transboundary Conservation Area - Wildlife Conservation Society - Kenya and Tanzania. Provision of MCS legal summary report, in country workshops and stakeholder engagement, MCS practitioner field observations and creation and delivery of MCS related training.

Traceability – MMO – Explore the benefits and challenges that relate to traceability in the fishing industry up to the point of first sale.