

Curriculum Vitae of Rieks Bosch

Proposed role in the project:

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| 1. Family name: | Bosch |
| 2. First names: | Hendrikus Marius (Rieks) |
| 3. Date of birth: | 24 May 1955 |
| 4. Nationality: | Dutch |
| 5. Civil status: | Married |
| 6. Education: | |

Institution (Date from – Date to)	Degree(s) or Diploma(s) obtained:
Institute for Social Studies, The Hague, The Netherlands. 1982-1985	BBA Higher Management
Agricultural University, Wageningen, The Netherlands. 1992	Post-Academic Course Diploma Aquatic ecology and Water quality management
Open University, Heerlen, The Netherlands. 1990-1992	Dipl Computer Science - Information Management
State Agricultural College, Groningen, The Netherlands. 1976-1977	BSc. Environmental Studies
State Agricultural College, Groningen, The Netherlands. 1972-1976	BSc. Agriculture and BSc. Ecology

7. Language skills: Indicate competence on a scale of 1 to 5 (1 – excellent; 5 – basic)

Language	Reading	Speaking	Writing
Dutch	1	1	1
English	1	1	1
Russian	3	2	4
German	2	3	2

8. **Membership of professional bodies:** Member of the AdaptAbility° Climate Adaptation Network; Member of WeAdapt, Member of Association of Climate Change Officers (ACCO), Member of the Climate Change Professionals, Member ENCORA Network, Member of Knowledge for Climate - Governance of Climate Adaptation, Member of European ICZM Network, Member of The Coastal & Marine Union, Member Centre for Coastal research, Member SEA-GIS

9. **Other skills:** (e.g. computer literacy, etc.): M&E: Theory of Change, TOC, USA, Monitoring and Evaluation, World Bank, Building with Nature, Delft University, Financing for Development, World Bank, Public Private Participation, World Bank, Circular Economy, Delft University, Biobased Economy, Wageningen University, Remote Sensing, Chalmer University, Remote Sensing and Water, METEOSAT, ESA Climate change and remote sensing, WBI e-course on Sustainable Agricultural Land Management Projects: Soil Carbon Monitoring, Developing financeable NAMAs, IISD, 2013; 3000 years History of Water management, Udemy, 2013; Microgrid Economics and Feasibility, Integrative Design Process – Solar Energy, ESA Climate change and remote sensing, WBI e-course on Sustainable Agricultural Land Management Projects: Soil Carbon Monitoring, Developing financeable NAMAs, IISD, 2013; 3000 years History of Water management, Udemy, 2013; Russia Experts / Russian Lingual University Moscow. Russian language 1994-1998; Agricultural University, Wageningen. Natural Water Management 1991; Agricultural University, Wageningen. Lobbying, communication techniques, Public Relation and Awareness 1989-1990; Agricultural University, Wageningen. Forestry policy and management (Post graduated courses) 1984-1990; Agricultural University, Wageningen. Ecological and Sustainable development, Recreation (Post graduated courses) 1984-1990;

10. **Present position:** n/a

11. **Years within the firm:** 25

12. **Key qualifications.** Solution-driven, senior-level expert with 30+ years of first-hand knowledge and experience in **climate change adaptation and integrated natural resource governance**, and human resource development (of which **>15 yr in Eu-countries and >5 years in candidate countries**, with specialisation toward **IWRM and climate smart agriculture**, but also experienced in **transport, drinking water, energy, nature and other sectors**, policy development, and organisational improvements, as a private consultant to international entities in Asia and Central Europe. Produced several CC scoping studies and reviews in Central Asia, South Asia, Black Sea region, South Caucasus, South America. **Developed CC strategies, human resource development and action plans (mechanisms and arrangements for implementation)** for Central Asia and **Black Sea** region. **Facilitated 20+ years governmental decision-making, priority outputs, and consultation among stakeholders. For several countries prepared national / sectoral programmes on climate change resilience.** Results-producing project manager with extremely versatile communication, multi-cultural leadership, and problem resolution skills used to advance diverse organisations beyond individual conflicts to meet wide-ranging economic, environmental, and community development goals. Organiser of several high level political sensitive international inter-ministerial conferences. Flexible contributor seamlessly transitioning between roles as an **Monitor / evaluator**, Advisor, **Project Manager, and team leader** while working for such entities as EuropeAid, UNDP, EBRD, ADB and the World Bank. Fluent in Dutch (mother tongue) and English. Conversant in Russian and German.

Selected field of expertise: **Climate Change Adaptation (water, nature, transport, (sub)urban, coastal, marine, energy, drinking water, etc)** • Governance of Water resources • River Basin Management • Climate smart agriculture (irrigated, conversion, dry land) • Land Management • Integrated Coastal and Marine development • Steppe Management • Spatial Planning • Sustainable Business Development • Project Management • Process Management • International Team Leadership • Solution Development • Strategic Partnerships, Relationship-Building

Balance shifting accountabilities from **team leader of globally funded EU, WB, EBRD, and other projects staffed by 80+ multi-cultural contributors** to Ecologist consulting with stakeholders on institutional reform and growth. Facilitated transboundary communications and support among governments and ministries. Advise organisations on rural development initiatives using in-depth knowledge of water management, nature protection, and pro-biodiversity business development. Identify and execute post-project follow-up initiatives.

> 20 years experienced in human resource development for EU, WB, EU and others in all fields of natural resource management.

Curriculum Vitae of Rieks Bosch

Highlights: Persuaded decision-makers in Armenia, Azerbaijan, and Georgia to meet to cooperate on transboundary water management after 12 years, subsequently transferring control of the project to UNDP, USAID, and other organizations. Spearheaded communications among Moldova and Transdnjestria stakeholders to work on nature protection. Initiated and build a ground for the environmental management system while complying with the National Environmental Acton Plan for the Russian Federation. Maximised a \$2.5M project budget to complete projects valued at \$15M Euros as follow up for the EU Steppe Project. Initiative subsequently won the British International Expertise Award, and The Ukrainian National Tourism Award as well as nominations for Europe Aid Project of Excellence 2008. Managed the development of the Coastal Code of Conduct for Russia and Ukraine and spurred the passage of a RF law on spatial planning (based on German approach) by mobilising 12 disciplines in both countries to agree on integrated coastal zone management.

13. International experience:

Country	Date from – Date to
South and east Asia (India, Pakistan, Afghanistan, Thailand, Vietnam, Maleisia, Indonesia, etc)	2012 – to date
Central Asia (Kazakhstan, Kirgizstan, Tajikistan, Turkmenistan, Uzbekistan, Mongolia)	1998 – to date
Caspian Sea Region (incl. Iran)	1995 – to date
South Caucasus (Georgia, Armenia, Azerbaijan)	1998 – to date
Russian Federation	1996 – to date
Black Sea Region (Ukraine, Moldova, Bulgaria, Romania, Turkey)	1995 – to date
South America (Brasilia, Guyana)	1993 – 1994, 2014 – 2016
Mediterrainian Region (incl. Slovenia, Croatia)	2001 – to date
Baltic Sea region (Lithuania, Latvia, Estonia, Poland)	1993 – 1999
UK, Germany, France, Belgium	1994 – 1996

Curriculum Vitae of Rieks Bosch

14 Professional experience:

Date from – Date to	Location	Company reference person	Position	Description
Sep 2022 – to date	Tajikistan	Landell-Mills, Simon Foxwell, <simonf@landell-mills.com>	Climate Change / DRM expert	integrated approach to natural resources management in the Pyanj river basin. Building out the RBM plan towards climate resilience and disaster risk reduction for the Pyanj Basin. This includes to undertake climate risk assessments, project preparation, capacity building support and policy advice to a series of ensuing projects in the agriculture, natural resources, and rural development (ANR) sector in Tajikistan. Donor: ADB
Jul 2022 – to date	Kazakhstan	Min. Of Economy of NL, Michel de Zwart, michel.dezwart@rvo.nl	Team leader	Orientation on water related disaster risk reduction support from NL DRR team to Kazakh Government. Leading DRR (orientation and capacity building) team to support Kazakh government to improve their strategy and capacity to use earth observation in water risk management, and prevention (Master plan development). Donor: NL government
Feb 2021 – to date	Georgia	BRL Ingénierie, Etienne Dressayre Etienne.Dressayre@brl.fr	Climate Change expert	Feasibility study for the improvement of the Zemo Samgori Irrigation scheme. Assessment of climate vulnerabilities for the irrigation scheme, adaptation option, institutional strengthening. Donor: AFD
Dec 2021 – Oct 2022	Central Asia	HYDROC Devaraj de CONDAPPA ddcondappa@hydroc.de	Climate Change expert	Preparation of a common ‘Climate change adaptation document in Central Asia’. To support the CA countries to find common ground on climate change adaptation and prepare a common CCA strategy. Donor: GIZ
Nov 2021 – to date	Georgia	BRL Ingénierie, Etienne Dressayre <Etienne.Dressayre@brl.fr>	Climate Change expert	Water Resources Management Project Under A Political Loan In Georgia. The programme aims to provide policy and investment support with the aim of increasing agricultural production and livelihoods opportunities for farmers communities. Along with the need for massive investment in modernization and rehabilitation of poorly performing irrigation infrastructures, a need for more efficient use of water (increased water productivity) in a context of climate change has emerged.. Client: Ministry of Environmental Protection and Agriculture. Donor: AFD
May 2021 – to date	Kazakhstan	Agency for Reform, Kazakhstan, Z.Madiyev, dina.zhanadil@gmail.com	Personal Advisor Chairman	Sustainable and Green development in Kazakhstan. Personal Advisor of the Chairman of the Agency of Reform on Green Development in Kazakhstan and its intersectoral implementation.
Jan 2021 – to date	Netherlands	Min. of Economy, NL, team IRIS, TEAMIRIS@RVO.nl	Board Member	Sounding Board Cluster 4, Digital, Industry and Space, The Netherlands. Within Horizon Europe to contribute to the transfer of innovative technologies from lab to market and the development of new application. The activities are focussed on excellency and community impact.
Mar – June 2021	Central Asia	Fed. Dep. of Foreign Affairs Switzerland Bonvin Guy, guy.bonvin@eda.admin.ch	Water Nexus expert	Capitalisation of 7 years Blue Peace Central Asia. To facilitate the Blue Peace Central Asia initiative capitalisation process and providing avenues for future modus operandi for the initiative, by gathering facts, finding and synthesise them from main internal and external stakeholders, beyond the global agenda of water and peace.
July 2020 – to date	Netherlands	Energy cooperation sustainable Assen Erik Postuma, info@ECduurzaamassen.nl	Member advisory board	EC Duurzaam Assen is a NGO to stimulate and develop energy transition in the widest sense of the word. It includes development of solar and wind energy and alternative energy services. The advisory board guides the organisation, the alternative energy production and promotion, and the development of services based on alternative energy, like electric share cars.
May 2020 – to date	Central Asia	Hydroc Georg Petersen gpetersen@hydroc.de	Climate Change Adaptation expert	Climate Adaptation and Mitigation Program for the Aral Sea Basin (CAMP4ASB). This programme aims to enhance regional access to the human resource development on climate change knowledge and climate services for project stakeholders (e.g. decision makers, communities, civil society) in participating Central Asian countries. CAMP4ASB also intends to improve regional access to investments and capacity-building that, combined, will address climate challenges common to these countries. Activities: to provide consultancy services, build capacity and produce knowledge products for increased adaptive capacity and resilience to climate change of Central Asia countries through evidence-based national/sectoral/sub-national level policy making. Donor: World Bank

Curriculum Vitae of Rieks Bosch

Aug 2019 – Dec 2019	Uzbekistan	Hydrophil, Michael Goldinger m.goldinger@hydrophil.at	Climate change expert	ADB Tashkent Province Sewerage Improvement Project. The objective of the assignment is to conduct institutional assessment and develop capacity building plan to support the strengthening of TPS' capacity . One part of it is Climate change adaptation of management and design 1 m
Apr 2019 – to date	Tajikistan	Eptisa, Emre Melek, emelek@eptisa.com	Climate change expert	Mainstreaming Disaster Risk Management in Government Institutions in Tajikistan. Climate change policy development to harmonise and optimise the national policies. Donor: ADB 6 m
Apr 2019 – to date	Tajikistan	Eptisa, Emre Melek, emelek@eptisa.com	CCA expert	Strengthening Capacity to Manage Natural Hazard and Minimize Losses: National Disaster Risk Management Project. Disaster Risk Reduction by climate change adaptation, spatial planning, disaster preparedness and prevention. Donor: ADB 6 m
Jul 2018 – to date	Georgia	CR, Jenny Tobias, jtobias@c-r.org	Team leader	Enguri river basin management. Integrated Water resource Management. Development of a strategy for and support cooperation on the Enguri river basin management and increase the ability for monitoring in the framework of the Limehouse peace process. Climate change adaptation, DRR, Capacity building and RBM planning. Donor: EU/UNDP 3 m
May 2018 – Oct 2022	Pakistan	AFConsult, Okinchuk Nataliya Nataliya.Okinchuk@afconsult.com	CCA expert	ADB Power Transmission Enhancement Programme. Enhancement of the Power transmission network in Pakistan. Climate change assessment and adaption for the Power Transmission programme. 2 m
Dec 2017 – Dec 2019	Pakistan	ETI-consulting, Julien Monnery julien@eti-consulting.net	IWRM expert	EU Identification and Formulation Mission Revival of Balochistan Water Resources Programme. Review the present IWRM and design of a programme to revive Water Resource Management in Western Pakistan. Development of an investment programme for the EU Asian Investment Facility towards a low water use economy. 6 m
Dec 2017 – Jul 2018	Black Sea region, incl. TR, BG, RO	AETS, Ana Vilar ana.vilar@aets-consultants.com	Project manager	EU Integrated Maritime Policy Facility for the Black Sea. Supporting development of the Blue economy and SME in the Black Sea Basin incl. human resource development, in an integrated approach serving transport, tourism, water management, DRR, nature protection, fisheries and others, with special focus on small and medium enterprises 8 m
Sep 2017 – Oct 2019	Kyrgyzstan	MWH, Hilal Uflaz Hilal.Uflaz@mwhglobal.com	Climate Change Adaptation	EBRD Climate Change Adaptation for Drinking water supply and capacity building on government level Kyrgyzstan. Assessing Climate change impact on economic sectors, especially water sector, of Kyrgyzstan and development of capacity on climate change adaptation option for these sectors, directed at the level of ministries and government. 3 m
Sep – Nov 2017	Tajikistan	DAI, Aurelie Durand, Aurelie_Durand@dai.com	Team Leader	EU Support to Action Plan development for Tajikistan 2018 – 2020. (Budget 100 MEUR). Development of Action plan of Rural development aiming at sustainable natural resource management, including DRR, Climate change adaptation, Integrated Water resource management, DRR, diversification of economy, SME development, Climate smart agriculture and financing structures. Special attention to labour migration, market development, transboundary trade and gender issues 2 m
May 2017 – Apr 2018	Central Asia	CAREC, Iskandar Abdulaev	Evaluator / Water Nexus expert	EU IfS Water Nexus for Central Asia. High level, policy directed programme for CA transboundary cooperation in the field of the Water Nexus. Mid-term assessment and Assessment of ongoing and coming initiatives for CA and options for strengthening and harmonization and proposals for follow up. Evaluation and assessment on the level of government and parliament. Donor: EU - IfS 2 m
Nov 2016 – Jun 2017	Central Asia, Afghanistan, Pakistan	ISTC, Nigel Lightfoot nigel.lightfoot@mac.com	Member Steering Committee CA	Advising the ISTC support to CA research on Water Management Innovation, resulting in a CA Conference on this subject. Strategic advise, network strengthening. Responsible for Climate Change, Earth Observation on Environment and Water management 2 m
Aug 2017 – Dec 2017	Central Asia	MWH, Pablo Olivares Martinez Pablo.OlivaresMartinez@mwhglobal.com	Climate change, enviro. Governance	EU Water, Climate Change and Environment Cooperation in Central Asia (WECOOP II). Support to cooperation, awareness and capacity building in the field of Water Nexus, Climate Change and Environment between the Central Asian Countries, their business and NGOs. With special attention to Climate Change mitigation and adaptation and degradation of natural resources like land, water and biodiversity and the role of business. Evaluation of former and ongoing programme in field of Water, Climate and Environment 5 m
Oct 2015 – Feb 2016	Georgia, Armenia	DAI, Chris Jones Christopher_Jones@dai.com	CC Agri expert	EU Clima East project. Climate Smart Agriculture as tool in sustainable rural development. Evaluation of policy instruments and human resource development. Development of strategy and plan of action for climate smart agriculture, low carbon, capacity building, E-learning. Involved in the organisation of national intersectoral ministerial conferences 50+. Donor: EU 2 m

Curriculum Vitae of Rieks Bosch

Sep 2015 – Aug 2016	Azerbaijan	UNDP, Eltekin Omarov eltekin.omarov@undp.org	CC expert	Sustainable and climate adapted high mountain husbandry in the framework of Clima East. Strategy development for sustainable rural development, husbandry, social economic assessment , improved pasture management by mean of planning mechanism, SME development, strengthening of rural economy and biodiversity conservation. Capacity building and training of Farmers and farming sector . Donor: UNDP 2 m
Sept 2015 – Nov 2015	India	ANZDEC, Claes Sandstrom, claes.sandstrom@fcganzdec.co.nz	Teamleader temp CCA ICZM	ADB Climate Change Adaptation and Coastal Protection. Climate Change Impact Assessment , Development of new guidelines for Climate Change Adaptation for Coastal Protection. DRR , Pilot project development on climate change adaptation and community based coastal protection, Organiser of an all-India coastal conference on CCA. Capacity building 4 MEUR 3 m
Oct 2015 – Feb 2016	Georgia, Armenia	DAI, Chris Jones, Christopher.Jones@dai.com	CCA Agri expert	EU Clima East project. Climate Smart Agriculture as tool in sustainable rural development. Development of strategy and plan of action for climate smart agriculture , capacity building, E-learning. Involved in the organisation of national intersectoral ministerial conferences. 3 m
Apr 2015 – Dec 2017	Tajikistan	EPTISA, Jelena Zivkovic jzivkovic@eptisa.com	CCA Water expert	ADB Integrated Water Resource management in Pjandz river valley. Climate change adaptation and disaster risk reduction of the water management. Reform of the agricultural water management and improvement of the irrigation system, small scale hydro power and rural development . CC impact assessment and strategic development for Climate Change adaptation of agriculture and water management and irrigation infrastructure. 8 m
Feb 2015 – Aug 2018	Kyrgyzstan	EPTISA, Serdar Hakkaçirmaz, shakkacirmaz@eptisa.com	CCA Transport expert	ADB Bishkek – Osh road development – Rehabilitation of the Road Bishkek Osh. Assessment of Climate Change, and DRR. Planning of adaptation measures for road design and road management. 6 m
Nov 2014	Azerbaijan	Centrum for Strategic Studies, Lala Novruzova < hydropolitics.conf@gmail.com >	Key note speaker	Transboundary water management reform for the South Caucasus. And the role of hydropower. Integrated approach serving the countries needs and building trust 1 m
Dec 2014 – Nov 2015	Turkey, Bulgaria, Romania, Moldova, Ukraine, Russia, Georgia	AETS, Ana Vilar ana.vilar@aets-consultants.com	Team Leader Maritime policy and CCA	EU Scoping Mission To Evaluate The Feasibility Of Integrated Maritime Policy In The Black Sea . To evaluate the feasibility of a cross-sectorial cooperation project on Integrated Maritime Policy in the Black Sea in the light of climate change adaptation. Assessment of human resource development . It will provide decision makers in the EU with input for a coherent strategy and proposal to support the follow-up project on tourism, maritime energy , marine spatial planning, NP and fisheries. Further, the mission results will help to assess the relevance of such project in the context of the EU IMP and the current political environment at national and sea-basin level. Ultimately, the scoping mission will give sufficient background information and justifications to enable the European Commission to make an informed decision on specific objectives and implementation modalities of the project. Support to the organisation of the EU International IMP Conference for the BS region. EUR 250.000 5 m
Sep 2014 – Nov 2015	Guyana	ALATEC Ing. Iuliia Kachaienko, < ik@alanetglobal.com >	Dep team leader CCA Coast	EU Preparation of a Costed Sea and River Defence Sector Policy . Development of an costed Integrated River and coastal policy and strategy on coastal and river flooding defence and climate change adaptation and integrated river and coastal management, based on social economic and environmental assessment. Organiser of 2 inter-ministerial conferences on ICZM. EUR 250.000 5 m
Sep 2014 - to date	Worldwide	Green Destination Albert Salman	Ambassador, consultant	Green Destination, International programme for sustainable tourism development . Consultant and ambassador to promote sustainable tourism development (coastal, river and eco destinations), Climate Change Adaptation
Mar 2014 – Jul 2014	Tajikistan	AFC International, J.Buschmeier, Johannes.Buschmeier@afci.de	Senior advisor Climate smart agri	GIZ Framework and Finance for Private Sector Development Programme, Output 2: Rural Economic Development. Strategy development and action planning for Improved Land Use Planning / climate smart agriculture / small scale alternative energy in combination with business chain development as instrument for climate change adaptation, DRR and rural development. Concept development, Steering local experts, Capacity building and Manual development. Donor GIZ 3 m
Jul 2014	Central Asia / China	EWI, IWA, IUCN, DALTON James James.DALTON@iucn.org	Keynote speaker water nexus	Key note speaker at the International Water Nexus conference for Central Asia on the Water, Energy, Food security and environment relations in the light of sustainable development and climate change adaption in Central Asia. 2 m
Jan 2014 - Jun	Kazakhstan, Tajikistan, Kyrgyzstan,	EURONET / ALATEC Ing. Iuliia Kachaienko,	Team leader	EU - EEAS Identification mission lfs “Promotion Dialogue related to Water/Energy issues in Central Asia”. High level Identification of win-win situation, strategy and project setup to stimulate the cooperation between authorities of the Central

Curriculum Vitae of Rieks Bosch

2014	Uzbekistan, Turkmenistan	<ik@alanetglobal.com>	Water Nexus CCA	Asia countries in the field of water, energy , food security, and environment nexus in relation to climate change adaptation and security. Identifying common platforms for transboundary cooperation of and mediation between authorities. Identification of human resource development. Evaluation of ongoing projects. Donor: EU 250.000 3 m
Oct 2013 to date	Europe, Asia, Africa	ECNC Land &Sea group, Neil McInthos, McIntosh@ecnc.org	Associate	European Centre for Nature Conservation - Land & Sea group. Major advisory organisation for the EU on nature conservation policy and strategy development, climate change adaptation policy and strategy development, integrated river basin, coastal and marine management. Advising on policy and strategy and as key expert on project development and public private and business cooperation in natural resource management.
Oct 2013 – Dec 2013	Azerbaijan	GFA, Constanze Schaaff, Constanze.Schaaff@gfa-group.de	Senior ICZM expert	Samur Yalama National Park development. Integrating agriculture, water basin management, nature protection, climate change impact assessment and strategy (business) development , and communication with surrounding communities. Small grant scheme development. Donor: KfW 1 m
Sep 2013 – Jul 2014	Asia	SEA Change, Denis Bours, dbours@pactworld.org	Advisor/member	SEA Change Technical Advisory Committee. Monitoring and Evaluation of Climate Change adaption for Asia and Africa (marine and coastal management , rural development, forestry, transport, fisheries, etc.). Support to climate change financing mechanisms. 3 m
Dec 2012 – Jun 2013	Kazakhstan, Kyrgyzstan, Tajikistan	UNDP Bratislava Marcela Fabianova, marcela.fabianova@undp.org	Team leader CCA / water	EU/UNDP Promoting Integrated Water Resources Management (IWRM) and Fostering Transboundary Dialogue in Central Asia. Monitoring, Evaluation and recommendations for Integrated Transboundary Water Management. Assessment of and capacity building on Climate Change Adaptation in relation to water management and energy. Stimulating Transboundary dialogue, support and analysis of WUA's, to develop and implement national integrated water resources management and water efficiency strategies (IWRM Strategies) at national and basin level. concrete interventions to improve: irrigated agriculture, rural water supply and sanitation, and small-scale hydropower service delivery, under the umbrella of IWRM governance and institutional reform. Donor: UNDP/EU 2 m
Oct 2012 – Oct 2013	Kazakhstan	UNDP Assylkhan Assylbekov, assylkhan.assylbekov@undp.org	Senior expert	Monitoring and Evaluation of the Steppe Conservation and management project. Dry land climate smart agriculture CC impact assessment, policy and strategy development of Climate Change Adaptation of Steppe use , combined agri management as tool for sustainable rural development. Proposal for climate change financing. Nature protection. Donor: UNDP 2 m
Apr 2014 – Jun 2014	India	Mott MacDonald Group. Ms la Chapelle, Caroline.Chapelle@mottmac.nl	Senior expert ICZM CCA	ADB - ICZM development in the light of Climate Change Adaptation for Southern India. Assessment of soft coastal protection, Integrated river basin and coastal area management and strategy development. Technical advisor on natural coastal defence. Donor: ADB 3 m
June 2012 – Nov 2012	Azerbaijan	GFA, Constanze Schaaff, Constanze.Schaaff@gfa-group.de	Senior ICZM expert	Samur Yalama National Park development. Combining integrated coastal management and community based natural resource management (social economic impact assessment) as approach for Climate Change Adaptation for Natural Resources management. Integrating agriculture, river basin and aquifer management and nature protection, in a common approach with surrounding communities, creating win-win situations. Donor: KfW 2 m
Mar 2011 – Nov 2011	Central Asia	UNDP – Yerlan Zhumabayev, Yerlan.Zhumabayev@undp.org	Senior advisor	Training of trainers for sustainable and integrated steppe biodiversity conservation and the involvement of agriculture as main steppe manager in the light of climate change adaptation and sustainable water resource use. Includes advisory on Sustainable biodiversity oriented business chain development like extensive husbandry. Donor: UNDP/GIZ 1 m
Apr 2011 – Jan 2012	Mongolia	Mott MacDonald Group. Ms la Chapelle, Caroline.Chapelle@mottmac.nl	Senior advisor	Environmental and Social Oversight Consultants – MMC Pastureland project Mongolia – Setting up a strategy for sustainable and climate smart pasture management monitoring and training of trainers. Environmental assessment of herder group forming for sustainable pastureland management and optimisation of water resources. Estimation for realisation of climate change financing. Donor: MCC 2 m
Mar 2011 – Dec 2013	Ukraine	EUCC Albert Salman. a.salman@eucc.net	Senior ICZM advisor	QualityCoast project. Coordination for the setup of the QualityCoast project for Ukraine to support sustainable coastal development, and in specific coastal tourism, based on extensive stakeholder cooperation. Donor: EU
Oct 2011 – June 2012	Ukraine	Mott MacDonald Group. Ms la Chapelle, Caroline.Chapelle@mottmac.nl	Senior advisor	Climate change mitigation and adaptation for Peatlands. Strategy and action plan for Reduction of carbon emission from peatlands by mitigation measures and ecological improvements. Social economic assessment of CCA, Integrated Water management and improved land management. Assessment of CC Financing mechanisms. Business chain development for climate smart agriculture aiming for re-use of degraded land. Donor: KfW 4 m
Oct 2010 – Dec	Europe, incl RO, BG and	EUCC Albert Salman.	Senior Advisor	Assessment of the policy agenda's for marine and maritime research and policy (MARCOM +). Responsible for Black Sea region

Curriculum Vitae of Rieks Bosch

2012	TR	a.salman@eucc.net		
Sep 2010 – Dec 2013	Ukraine, Moldova	Mott MacDonald Group. Ms la Chapelle, Caroline.Chapelle@mottmac.nl	Senior Management Advisor	EU Enhanced Economic & Legal Tools for Steppe Biodiversity Conservation and Climate Change Adaptation and Mitigation (“Climate Change Mitigation and Steppe Biodiversity”). Co-management and advisor of project director. CC Policy and strategy Development for Conservation of steppe by integrated governance development, alternative energy (wind, solar and biomass), climate change financing mechanism support and preparation of documentation, sustainable agriculture, rural development, business development, climate change mitigation and carbon funding. Monitoring and evaluation of management. Created 25% regional co-funding. Donor: EU 1.8 MEUR 17 m
2010	North Africa, Middle East	EUCC Albert Salman. a.salman@eucc.net	Manager	Integrated Maritime Policy for the Mediterranean Policy analysis and proposal development of an integrated maritime policy for the Mediterranean (IMP-MED) for the EUCC
Oct 2009 – Jan 2011	Central and Eastern Europe	EAF Albert Salman. a.salman@eucc.net	Expert	Investigation of the level of carbon sequestration , its applicability for nature protection, options for climate change adaptation for nature protection, estimation of Carbon funding volume and human resource development. Development of a Voluntary Carbon Fund. Donor: NL Government 3 m
Jun 2009 – Jun 2013	Ukraine	EAF / EUCC Albert Salman. a.salman@eucc.net	Advisor	Emergency saveguarding of coastal natural areas. Integrated strategic approach for strengthening and implementation for sustainable re-use of degraded land by optimisation of water resources in Ukraine. Monitoring and assessment of Save guarding 1500 ha natural areas extended to 40.000 ha by management agreements with private, regional authorities and min. of Defence. Carbon funding is co-tool. Donor: The Netherlands Government / IUCN 3 m
Apr 2007 - Jan 2010	Ukraine, Russia, Moldova	Mott MacDonald Group. Ms la Chapelle, Caroline.Chapelle@mottmac.nl	Team leader	EU Sustainable Integrated Land Use of the Eurasian Steppe. Integrated and sustainable policy and governance development for climate change adaptation strategy and carbon sequestration of steppe area as basis for conservation of natural steppes, alternative energy and implementation, rural business development , sustainable agriculture, ecosystem management, alternative financing mechanisms, public participation. Support to the countries climate offices by CC Funding mechanisms and volume estimation. Transboundary coordination and information exchange. As team leader responsible for Governance, Institutional Reform, sustainable agriculture and capacity building. Organisator of 2 major international conferences on steppe conservation. Project partners: Min. of Environment Ukraine, Min. of Ecology and Natural Resources Moldova, Committee for Ecology and Natural Resources Rostov Oblast, Russia. Donor: EU. Nominated as EuropeAid project of Excellence. 2.4 MEUR 25 m
2006 - 2015	Europe	EUCC Albert Salman. a.salman@eucc.net	ICZM expert	Contributions to 2008/58/EC Marine Strategy Framework Directive (MSFD) , as member of the EUCC Team that actively participates in the MSFD European Coordination Group, and in some of the working groups (esp. on Good Environmental Status, WG GES). EU
2006 – 2008	Romania, Bulgaria	EUCC Albert Salman. a.salman@eucc.net	Advisor	The development of strategy, action plan and human resource development for an indicative, ecologically coherent network of sub-tidal Marine Protected Areas (MPAs) in Bulgaria and Romania including social and economic benefit analysis. Cooperation with Constanta and Burgas Ports. Monitoring and assessment of challenges management
Mar 2006 - Apr 2007	Russian Federation	SPAN Consultants, The Netherlands Rutger Jan Schoen info@span.nl	Team Leader	Information Centre and Nuclear Management Communication project. Management of communication around the Global Partnership and NDEP Nuclear window in the Murmansk Oblast. Policy analysis on nuclear safety. Development and Setup of an Information Centre. Supporting communication with and between international organisations, national stakeholders and local stakeholders involvement on nuclear safety issues. Development of communication strategy and awareness raising on atomic and alternative energy. Setting up of an information centre and its management. Sustainable agricultural development of Arctic coastal areas. Donor: EU 4 MEUR 10 m
2005 – 2006	Black Sea region incl. RO, BG and TR	EUCC – The Coastal Union, Albert Salman. a.salman@eucc.net	Legal expert	Environmental Legislation compliance with EU Acquis (river basin/coastal/habitat). Development of an environmental legislation compliancy project with regards to compliancy of legislation of eastern Europe with the EU, with special regards on Integrated Coastal and Marine Area Management. Report on compliance of environmental legislation with EU Acquis focussing on Coastal and Marine management.
2005 – 2006	Black Sea region, Mediterranean region	EUCC – The Coastal Union, a.salman@eucc.net	Team Leader	Development of Marine Pan European Ecological Network for the Black Sea. Strategic assessment and strategy development of Marine diversity conservation and ICZM with special attention to Romania – Bulgaria Cross Border Cooperation Environment. Support Institutional structure and human resource development for Cross Border Cooperation RO – BG, institutional reform and initiation of cross border environmental projects, awareness raising. Donor: EU 3 m
2004 - 2006	Europe, Asia, Africa	EUCC – The Coastal Union,	ICZM expert	Integrated Coastal Area & River Management (ICARM). Development of an ICARM Marker, based on the ICZM Progress Indicator set, in order to support UNEPs Integrated Coastal Area and River Management (ICARM) programme in areas

Curriculum Vitae of Rieks Bosch

		a.salman@eucc.net		outside Europe. This initiative was to promote river basin management and integrated coastal zone management. An important aspect of the work concerned pollution and the water quality of the rivers and estuaries and their impact on coastal and marine environment. Within a European perspective it was looking at how the Water Framework Directive can be helpful in a holistic water management context. Donor: UNEP
Apr 2004 - Aug 2005	Romania, Bulgaria	Agrifor Consulting, Belgium Stephan Fox, s.fox@agrifor.be	Team Leader	Cross Border Cooperation Romania – Bulgaria on Environment. Structuring and enhancing environmental cross-border cooperation with special attention for ICZM, Integrated river basin management and sustainable land use governance , policy evaluation and Project Fiches development in relation with the Phare CBC programme. Joint Development Programme, Grant Scheme development, capacity building on PRAG, project design and development, project fiche preparation, EIA, awareness raising. Organiser of high level transboundary environmental conference. Donor: EU 500.000 6 m
May 2004 - Feb 2005	Armenia	VISTAA Expert Center, Armenia artakh@vistaa.org	Advisor and evaluator	Integrated Water Management and Poverty Reduction . Analysis of the relation between water governance and management , conductive use of surface water & aquifer resources and poverty. Reduction of poverty by integrated water management, improve irrigation, small scale energy, water use associations and community development and livelihood generation. Soil conservation. Monitoring and Evaluation of the World Bank Integrated Water Management and Poverty Reduction project. Donor: World Bank 3 m
2004 – 2005	Armenia, Azerbaijan, Georgia	Kura NGO Forum / Eurasia Foundation, Tbilisi Georgi Dzamukashvili, +995 99 547931	Legal Advisor	Improving Legislation on Protection, Use and Management of Water Resources. Prepare policy and strategic proposals for the 3 South Caucasus countries to improve and harmonise their water legislation . To improve the legislation regulating water resource management (surface and aquifer management, hydro energy , irrigation management, incl WUA) in the countries of the South Caucasus. Conducting a comparative analysis of the current legislation and management practices in the three countries, the project proposed recommendations to harmonize the existing legislation with the standards of the Council of Europe . Client: Kura NGO Forum. Donor: Eurasia Foundation 3 m
2003 – 2004	Black Sea region incl. RO,BG, TR	UNDP / GEF, Turkey Vladimir Mamaev, mamaev@undp.org	Member advisory board	Black Sea Ecosystem Recovery Project . In the framework of the BSEP a UNDP-GEF Project was launched for recovery of the Black Sea. This project was aiming at reduction of nutrient input from all river basins discharging in the Black Sea, Marine transport impact and marine nature protection . Member of the board of regional advisors to discuss transboundary river and coastal resource issues. Donor: UNDP 6 m
Jan 2002 - May 2004	Georgia, Armenia, Azerbaijan	ARCADIS Euroconsult Netherlands. Stephen.parsons@mottmac.com	Team Leader	Joint River Management – Kura basin. Strengthening integrated water management , monitoring and assessment procedures in four international river basins. Responsible for transboundary water management , monitoring and assessment, Introduction of UN/ECE Guidelines for Assessment and Monitoring of Transboundary Rivers,. Enhancing institutional transboundary cooperation on water management incl Disaster risk reduction, hydropower and climate change impact . Harmonisation of legislation. River Basin ECONET development, Setting up of platforms of water users and water commissions . Setting up Transboundary and National water monitoring systems in Azerbaijan, Armenia and Georgia. Monitoring and evaluation of adjacent project network . Organiser of political sensitive high level transboundary conferences. Donor: EU 2 MEUR 24 m
2002 – 2004	Black Sea, Mediterranean reg.	EUCC – The Coastal Union, Netherlands. a.salman@eucc.net	Member advisory board	Eurosin policy project . In the framework of the EU development of a European coastal erosion policy plan for Europe in relation with climate change was prepared. Member advisory board, Regional sea information coordinator Black Sea. One of the tasks was to investigate data and policy in regional seas. Analysing gaps in information and other constraints for effective coastal erosion policy development. Enhance cross-border cooperation. Client: Royal Institute for Coast and Sea. Donor: EU
2002 – Oct 2003	Georgia	Halcrow Rural Management Ltd, United Kingdom Mike Parsons, parsonsm@halcrow.	Regional resource planning/ ICZM expert CCA	Project: Integrated Coastal Zone and River Basin Management - Institutional strengthening component . To support the organisational and practical development of ICRAM in Georgia, Development of a Coastal Law, Coastal and marine ECONET development, policy and strategy development and pilot projects on coastal and marine nature protection taking into account changing sea-level and climate , and disaster risk reduction. Sustainable water resource management, Sustainable agriculture (Irrigation, drainage , dry land). Spatial Planning and sustainable development , Ports development and Sustainable coastal management, Institutional reform. Sustainable community development, Sustainable use of water resources, alternative energy . Economic Development and Public Awareness. On the job training. Organiser of inter-ministerial conference on ministerial level. Monitoring and evaluation related projects . Client: Government of Georgia. Donor: World Bank 8 m
2001 – 2005	NIS, CEE and Turkey	EUCC – The Coastal Union, a.salman@eucc.net	ICZM Expert	Project: Interactive ICZM Distance Learning Programme for NIS and CEE . Development of a distance learning ICZM training programme for CEE and NIS for professional training. Advisor need assessment for ICZM training and integration in regional professional training . The Programme is in framework of ICZM demonstration programme for CEE and NIS. Donor: EU

Curriculum Vitae of Rieks Bosch

2001 – 2003	CEE and NIS, Black Sea Mediterranean Sea	EUCC – The Coastal Union, The Netherlands a.salman@eucc.net	Advisor / coordinator ICZM	European ICZM demonstration programme for the CEE and the NIS. Three year ICZM communication and demonstration project for Central and Eastern Europe with special focus on Black Sea and Mediterranean Sea focussed on national and regional administrations . Organiser and Co-chairman of high level International ICZM Conference Split, Croatia. Coordinator for the input and cooperation of the NIS countries and the Black Sea region with a focus on: Monitoring and Assessment political and practical situation and projects . Supporting national governments, Proposing pilot projects. Client: EUCC - The Coastal Union. Donor: EU 6 m
Dec 1998 – Mar 2001	Russian Fed, Ukraine, Georgia Romania, Bulgaria Turkey	DHV Consultants, Winfried Pietersen , winfried.pietersen@dhv.com	Team leader ICZM	Black Sea Environmental programme. Development of methodology and implementation of ICZM in the Black Sea region . Special fields of attention: Cross border cooperation, EU Environmental Acquis, Coastal and Marine ecological network, Policy and strategy and action plan for adaptation of the coast Sea-level rise, Disaster reduction, Environment oriented Spatial Planning system , Port development, Sustainable tourism planning and community development, Public Awareness. On the job training and implementation of pilot projects in Russia and Ukraine. Organiser of international inter-ministerial conferences on ICZM. 4.5 MEUR 30 m
1998 – 2009	Ukraine, Moldova	Eeconet Action Fund, Netherlands	Program manager	Dnjestr Delta project Transboundary Coastal and River Management and ECONET project Moldova / Ukraine. Transboundary ECONET development between Ukraine and Moldova). Monitoring and assessment of ongoing projects . Donor: EECONET Action Fund
1998 – 2015	Europe	EUCC – The Coastal Union, . a.salman@eucc.net	ICZM expert	Contributions to the implementation of the EU ICZM Recommendation (2002) and to its follow-up, as member of the EUCC Team that actively participates in the EU ICZM Expert Group, and in some of the working groups
1998 – 2000	Ukraine	EUCC – The Coastal Union	Co-ordinator	ICZM Feasibility study for UKR Min Ecology . Analysis for feasibility of Integrated development for the Ukrainian Coast. Preparation of feasibility study in co-operation for the Ukrainian Min. of Environmental Protection and Nuclear Safety. Client: EUCC – The Coastal Union. Donor: EU
1997 – 2002	Ukraine	EUCC – The Coastal Union, . a.salman@eucc.net	Advisor ICZM	Sasik-region - integrated coastal development . Investigation of possibilities for conversion of land, irrigated with brackish water, to sustainable and conjunctive use including alternative agricultural and other economic development. Responsible for preparation of a strategy and project for conversion from irrigation to 'dry-land farming' and sustainable community development. Donor: EU
1997 – 1999	Moldova and Ukraine	EUCC a.salman@eucc.net	ICZM Advisor	Transdnjestria, Green Islands project. Enhancing transboundary coastal ECONET development and nature protection in Central and Eastern Europe - European Ecological Network. Supporting Min. of Natural resource and ecology by the Nature management for the Dnjestr Delta. Project Monitoring and evaluation
Aug 1997 – Dec 1998	Russian Federation	DHV Consultants, winfried.pietersen@dhv.com	Team Leader Russia	National Environmental Action Planning CIS. Development of a National Environmental Action Plan and supporting its institutional setting for Russia while working within the State Committee for Environmental Protection. Reducing the governance priorities from 148 to 27. Setting up new approach for Environmental auditing and introduction of it by business sector. Pilot projects in Tomsk, Moscow, Ekaterinaburg. Organiser of an inter-ministerial environmental conference for Eastern Europe and several transboundary and inter-ministerial conferences. Donor: EU 1 MEUR 18 m
1996 – 2003	Ukraine	EUROCOAST, United Kingdom, Jane Taussik, +44 23 92472426	Program manager	ICZM policy and strategy plan Tiligulski Liman for Min Ecology . Implementation ICRAM (Integrated coast and river area management) plan directed to recreation, fisheries and nature management. Responsible for interregional ICRAM plan development for the Tiligulski Liman. Client: EUROCOAST, MoE Ukraine. Donor: DFID (UK) 4 m
1996 – 2002	Ukraine, Moldova	EUCC – The Coastal Union, a.salman@eucc.net	Program manager	Project: Integrated management plan Dnjster delta . Development of an integrated water resource management plan incl. small scale hydropower for the Dnjestr delta to support the set up of the Dnister Delta National Park. Responsible for the management plan aimed at sustainable development of recreation, agriculture and water resource management in the delta in co-operation with local stakeholders. 4 m
1995 – 2016	Mediterranean, Black Sea and Caspian	EUCC – The Coastal Union, The Netherlands. a.salman@eucc.net	Program manager	ICZM Programme Development . Management of EUCC Black and Caspian Sea membership and expert network including Kazakhstan and Turkmenistan. Initiator and manager of (transboundary) projects in the field of ICZM that involved conferences in Ukraine, Russia, Azerbaijan, Turkmenistan and Kazakhstan on setting of ICZM in institutions and practice. Co-operation with national and regional governments , Regional Sea Research institutes and NGO's. Setting up awareness program on sustainable coastal development.
1995 – 1998	Europe, Asia, Africa, America	PIANC Jolco Brolsma, jolco.brolsma@rws.nl	Advisor ICZM	PIANC -Permanent Environmental Commission :Wildlife habitat and Port development. Development of a handbook for Port and Navigation authorities on integration of port, navigation and coastal and marine wildlife habitat development in the light of sea level rise . Advising national and regional administrations on human resource development and institutionalisation . Member International Working group. Client: Port of Rotterdam. Donor: Private company 10 m

Curriculum Vitae of Rieks Bosch

1995 – 1997	Netherlands	Port of Rotterdam	Consultant	Responsible for Port innovation and nature development policy. Advising regional administration and port authorities on institutional setting of nature development in port territories. Assessment of Port Innovation and EU Aquis on environment. 6 m
1995-1996	Lithuania, Latvia, Estonia, Poland	EUCC – The Coastal Union, a.salman@eucc.net	Advisor	Green Islands. Supporting nature protection with agricultural management in the Baltic countries. Integration of agriculture management ('Climate smart agriculture') , eco/tourism and nature management. Including human resource development. Donor: EU / St. Doen
1995 – 1996	Lithuania	EUCC – The Coastal Union, a.salman@eucc.net	Advisor	Nemunas delta in development project: ICRAM : policy and strategy development of Integration of nature protection and sustainable farming carried by the local population. Responsible for introduction of RBM and sustainable community development. Integration of agriculture management ('Climate smart agriculture') , eco/tourism and nature management. Project monitoring and evaluation. Donor: EU
1993 – 1996	Netherlands	Dunes foundation / D&K, a.salman@eucc.net	Programme man. CCA	Coordinator for nature reconstruction and adaptation for climate induced sea-level rise for the Dutch coast. In cooperation with Min of Transport and Water and coastal provinces to institutional place natural development into the institutional and policy setting. One focus was on adaptation to climate change (sea level rise) of the coast by use of reconstruction of natural processes. Including CC policy, strategy and human resource development, policy implementation, action planning and pilot projects. It also concerned with social and economic impact of re-use, secondary use and self-financing mechanisms. Donor Port of Rotterdam / Min. of Waterworks NL 4MEUR 25 m
1979 – 1993	The Netherlands	Province of Drenthe - St. Landscape management Drenthe, Erik Gruijter, info@lbdrenhe.nl	Project leader / director	To include public private landscape management in Provincial policy and institutional setting. Set up a governmental NGO supporting private landowners and lower administrations by the safeguarding of the landscape. Strengthening of the Ecological Network, Responsible for management of organisation, landscape and community based sustainability development to reduce the ecosystem vulnerability for a changing climate and environment (adapted land and water management). Development of strategies, action planning and fund raising. Monitoring and evaluation of management planning for nature conservation. Cooperation with Czech NGO's on nature conservation 1 MEUR/Year >> 12 MEUR 140 m

Publications : Steppe pasture guidelines, 2010, Steppe pasture management, 2012 (**on climate smart husbandry and sustainable re-use of degraded land**)

Curriculum Vitae of Rieks Bosch