

# Andrew Husted

## M.Sc Aquatic Health (*Pr Sci Nat*)

Cell: +27 81 319 1225

Email: [andrew@thebiodiversitycompany.com](mailto:andrew@thebiodiversitycompany.com)

Identity Number: 7904195054081

Date of birth: 19 April 1979



### Profile Summary

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Working experience throughout South Africa, West and Central Africa and also Armenia.

Specialist experience with on-shore drilling, mining, engineering, hydropower and renewable energy.

Considerable experience with project management of national and international multi-disciplinary projects. Including managing and compiling ESHIAs and EMPs

Specialist guidance, support and facilitation for the compliance with legislative processes, for in-country requirements, and international lenders.

Specialist expertise include Instream Flow and Ecological Water Requirements, aquatic ecology and wetlands resources.

### Areas of Interest

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Mining, Oil & Gas, Renewable Energy & Bulk Services Infrastructure Development, Sustainability and Conservation.

Publication of scientific journals and articles.

### Key Experience

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- Familiar with World Bank, Equator Principles and the International Finance Corporation requirements
- Environmental, Social and Health Impact Assessments (ESHIA)
- Environmental Management Programmes (EMP)
- Ecological Water Requirement determination experience
- Wetland delineations and ecological assessments
- Rehabilitation Plans and Monitoring
- Fish population structure assessments
- The use of macroinvertebrates to determine water quality
- Aquatic Ecological Assessments
- Aquaculture

### Country Experience

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Botswana  
Cameroon  
Democratic Republic of Congo  
Ghana  
Ivory Coast  
Lesotho  
Liberia  
Mali  
Mozambique  
Republic of Armenia  
Senegal  
Sierra Leone  
South Africa

### Nationality

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South African

### Languages

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English – Proficient

Afrikaans – Conversational

German - Basic

### Qualifications

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- MSc (University of Johannesburg) – Aquatic Health.
- BSc Honours (Rand Afrikaans University) – Aquatic Health
- BSc Natural Science
- Pr Sci Nat (400213/11)
- Certificate of Competence: Mondli Wetland Assessments
- Certificate of Competence: Wetland WET-Management
- SASS 5 (Expired) – Department of Water Affairs and Forestry for the River Health Programme
- EcoStatus application for rivers and streams

## **SELECTED PROJECT EXPERIENCE**

### **Project Name: A biodiversity baseline assessment for the proposed Siguiri Gold Mine Project, in Kankan Province, Guinea.**

Client: SRK Consulting.

Personal position / role on project: Project Manager.

Location: Siguiri, Guinea, West-Africa (2018).

Main project features: To conduct a dual season ecological baseline assessment for the expected impact footprint area. The study was required to meet national and IFC requirements, including a Critical Habitat assessment.

### **Project Name: A biodiversity baseline and impact assessment for the proposed Lesotho Bulk Water Supply Scheme, Lesotho.**

Client: WSP.

Personal position / role on project: Wetland & Aquatic Ecologist, PROBFLO and Project Manager.

Location: Mophale's Hoek, Lesotho (2018).

Main project features: To conduct a dual season terrestrial and aquatic ecological baseline and impact assessment for the pipeline route and proposed weir. The study was required to meet national and IFC requirements, including a Critical Habitat assessment. The study also contributed to prescribing Instream Flow Requirements using PROBFLO for the system.

### **Project Name: A biodiversity baseline and impact assessment for the proposed Pavua Hydropower Project, in Sofala Province, Central Mozambique.**

Client: Mott MacDonald.

Personal position / role on project: Project Manager.

Location: Sofala Province, Mozambique (2017).

Main project features: To conduct a dual season terrestrial and aquatic ecological baseline and impact assessment for the expected impact footprint area, including Gorongosa National. The study was required to meet national and IFC requirements, including a Critical Habitat assessment. The study also contributed to prescribing Instream Flow Requirements for the system.

### **Project Name: An aquatic and wetland specialist baseline and impact assessment for the proposed Onshore 2D seismic Survey in Block P5-A, in Maputo and Gaza Provinces.**

Client: Impacto.

Personal position / role on project: Wetland / Aquatic Specialist.

Location: Maputo & Gaza Provinces, Mozambique (2016).

Main project features: To conduct a dry season (Winter) ecological baseline and impact assessment of the watercourses for the proposed Delonex Energy project.

### **Project Name: The ecological constraints mapping and Critical Habitat re-evaluation for the Anadarko LNG project: Specialist Consultant to conduct Ecological Studies (Fauna and Habitat) and the delineation of wetland systems.**

Client: Anadarko.

Personal position / role on project: Wetland Specialist.

Location: Afungi, Mozambique (2015).

Main project features: To identify and map the ecological constraints is to support contractor activities. To redefine the critical habitats within the project area

### **Project Name: A Joint Basin Survey of the Upper Orange, Lower Orange and Vaal catchments to determine the current status of the systems: Specialist Consultants to conduct Ecological Studies (Fish, Macroinvertebrate, Diatoms, Water Quality and Habitat) and report on the current status (defining system trends).**

Client: ORASECOM.

Personal position / role on project: Specialist Ichthyologist.

Location: South Africa (including Namibia, Botswana & Lesotho) (2015).

Main project features: To determine the current status of the catchments and to discuss the temporal and spatial trends of the monitoring reaches.

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**Project Name: Ecological baseline assessment of local river systems for the Ntem Iron Ore Mine: Specialist Consultants to Undertake Baseline Studies (Fish, Macroinvertebrate, Water Quality and Habitat).**

Client: IMIC.

Personal position / role on project: Senior Ichthyologist.

Location: Cameroon (2013).

Main project features: Establishment of the ecological baseline status and functioning assessment of the local river systems.

**Project Name: Instream Flow Requirement determination study for the Kibali River hydropower project: Specialist Consultants to Undertake Baseline Studies (Flow, Water Quality and Geomorphology) and Instream Flow Requirement (IFR) Assessment.**

Client: Randgold Resources.

Personal position / role on project: Ichthyologist and IFR.

Location: DRC (2012).

Main project features: Establishment of the ecological flow requirements of fishes within the Kibali River.

**Project Name: Cost analysis, including the current and potential earning potential of an aquaculture facility: Specialist Consultants to determine the Cost (Current & Potential Earnings) and the Construction of an identical facility (Physical Costs).**

Client: Goldstone Resources.

Personal position / role on project: Ichthyologist.

Location: Ghana (2012).

Main project features: Conduct a detailed costs analysis of an aquaculture facility for the compensation for the removal of the operation.

**Project Name: Instream Flow Requirement determination study for the Nzoro River hydropower project: Specialist Consultants to Undertake Baseline Studies (Flow, Water Quality and Geomorphology) and Instream Flow Requirement (IFR) Assessment.**

Client: Randgold Resources.

Personal position / role on project: Ichthyologist and IFR.

Location: DRC (2011).

Main project features: Establishment of the ecological flow requirements of fishes within the Nzoro River.

**Project Name: Environmental study to establish the baseline biological and physical conditions of the Letsibogo Dam.**

Client: European Union

Personal position / role on project: Ichthyologist.

Location: Selebi-Phikwe, Botswana (2007 - 2009).

Main project features: Evaluation of the existing fish communities within the Letsibogo Man-made lake with specific consideration of the threats of alien invasive fishes in the lake. The study resulted in the publication of two peer-reviewed papers titled: Comparative behavioural assessment of an established and a new Tigerfish *Hydrocynus vittatus* population in two man-made lakes in the Limpopo (O'Brien et al., 2013) and First observation of Africa Tigerfish (*Hydrocynus vittatus*) predating on Barn Swallows (*Hirundo rustica*) in flight (O'Brien et al., in press).

**Project Name: Environmental and Social Impact Assessment of the Kazungula Bridge, Zambezi River.**

Client: Loci on behalf of the Government of Botswana.

Personal position / role on project: Ichthyologist.

Location: Botswana, Zambia, Namibia and Zimbabwe (2009-2010).

Main project features: Evaluation of the current ecological integrity status of various living and non-living components of the Zambezi River ecosystem and the potential ecological and social consequences of the construction and use of the Kazungula Bridge. The study showed that although water quality and habitat modification impacts will occur as a result of the construction and use of the bridge the long term impacts associated with the operation of the bridge should not result in any major impacts to the local aquatic ecosystem.

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## OVERVIEW

An overview of the specialist technical expertise include the following:

- Aquatic ecological state and functional assessments of rivers and dams.
- Instream Flow Requirement or Ecological Water Requirement using PROBFLO studies for river systems.
- Ecological wetland assessment studies, including the integrity (health) and functioning of the wetland systems.
- Wetland offset strategy designs.
- Wetland rehabilitation plans.
- Monitoring plans for rivers and other wetland systems.
- Toxicity and metal analysis of water, sediment and biota.
- Bioaccumulation assessment of fish communities.
- Fish telemetry assessment that included the translocation of fish as well as the monitoring of fish in order to determine the suitability of the hosting system.
- Faunal surveys which includes mammals, birds, amphibians and reptiles.
- The design, compilation and implementation of Biodiversity and Land Management Plans and strategies.

## TRAINING

Some of the more pertinent training undergone includes the following:

- Wetland and Riparian Delineation Course for Consultants (Certificate of Competence) – DWAF 2008
- The threats and impacts posed on wetlands by infrastructure and development: Mitigation and rehabilitation thereof – Gauteng Wetland Forum 2010
- Ecological State Assessment of Lentic Systems using Fish Population Dynamics – University of Johannesburg/Rivers of Life 2010
- Soil Classification and Wetland Delineation – Terra Soil Science 2010
- Wetland Rehabilitation Methods and Techniques - Gauteng Wetland Forum 2011
- Application of the Fish Response Assessment Index (FRAI) and Macroinvertebrate Response Assessment Index (MIRAI) for the River Health Programme 2011
- Tools for a Wetland Assessment (Certificate of Competence) – Rhodes University 2011
- PROBFLO for conducting Ecological Flow Assessments – 2018/19

## EMPLOYMENT EXPERIENCE

### **CURRENT EMPLOYMENT: The Biodiversity Company (January 2015 – Present)**

I founded The Biodiversity Company in 2015, now consisting of experienced ecologists who provide technical expertise and policy advice to numerous sectors, such as mining, agriculture, construction and natural resources. The team at The Biodiversity Company have conducted stand-alone specialist studies, and provided overall guidance of studies with a pragmatic approach for the management of biodiversity that takes into account all the relevant stakeholders, most importantly the environment that is potentially affected. We manage risks to the environment to reduce impacts with practical, relevant and measurable methods.

### **EMPLOYMENT: Digby Wells Environmental (October 2013 – December 2014)**

Digby Wells assigned me to the role of Country Manager for the United Kingdom. This was a new endeavour for the company as the company's global footprint continues to increase. The primary responsibilities for the role included the following:

- **Client liaison** to be able to interact more efficiently and personally with current mining clients, mining industry service providers, legal firms and banking institutions in order to introduce Digby Wells as a services provider with the aim of securing work.
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- **Project management** for international projects which may require a presence in the United Kingdom, this was dependent on the location and needs of the client. These projects would mostly be based on the Equator Principles (EP) and International Finance Corporation (IFC) Performance Standards.
- **Technical input** to provide specialist technical expertise for projects, this included fauna, aquatic ecology, wetlands and rehabilitation. Continued with the design and implementation of Biodiversity and Land Management Plans to assist clients with managing the natural resources. Responsibilities also included the mentorship and management (including reviewing and guiding) other expertise such as flora, fauna and pedology.

#### **EMPLOYMENT: Digby Wells Environmental (March 2012 – September 2013)**

Manager of a multi-disciplinary department of scientists providing specialist services in support of national and international requirements as well as best practice guidelines, primarily focussing on the mining sector. In addition to managing the department, I was also expected to contribute specialist services, most notably focusing on water resources. Further responsibilities also included the management of numerous projects on a national or international scale. A general overview of the required responsibilities are as follows:

- **Project management** for single as well as multi-disciplinary studies on a national and international scale. This included legislation and commitments for the respective country being operated in, as well as included the World Bank (WB), EP and IFC requirements.
- **Individual and/or team management** in order to provide mentoring and supportive structures for development and growth in support of the company's strategic objectives.
- **Scientific report writing** to ensure that the relevant standards and requirements have been attained, namely local country legislation, as well as WB, EP and IFC requirements.
- **Report reviewing** in order to ensure compliance and consideration of relevant legislation and guidelines and also quality control.
- **Specialist management** to facilitate the collaboration and integration of specialist skills for the respective projects. This also included the development of Biodiversity and Land Management Plan for clients.
- **Client Resource Manager** for numerous clients in order to establish as well as maintain working relationships.

An overview of the tenure working with the company is provided below:

- **October 2013 – December 2014: London Operations Manager** – Deployed to establish a presence for the company (remote office) in the United Kingdom by means of generating project work to support the employment of staff and operation of a business structure.
- **March 2012 – September 2013: Biophysical Department Manager** – Responsible for the development and growth of the department to consist of four specialist units. This included the development of a new specialist unit, namely Rehabilitation.
- **January 2011 - February 2012: Ecological Unit Manager** – In addition to implementing aquatic and wetland specialist services, the role required the overall management of additional specialist services which included fauna & flora.
- **June 2010 - December 2010: Aquatic Services Manager** – This required the marketing and implementation of specialist programmes for the client base such as biomonitoring and wetland off-set strategies. In addition to this, this also included expanding on the existing skill set to include services such as toxicity, bioaccumulation and ecological flow assessments.
- **August 2008: Aquatic ecologist** – Employed as a specialist to establish the aquatic services within the company. In addition to this, wetland specialist services were added to the existing portfolio.

#### **PREVIOUS EMPLOYMENT: Econ@UJ (University of Johannesburg)**

- June 2007 – July 2008: Junior aquatic ecologist
  - Researcher
  - Technical assistant for fieldwork

- Reporting writing
- Project management

## ADDITIONAL EXPERIENCE

<b>Compliance audits</b>	Conducting site investigations in order to determine the level of compliance attained, ensuring that the client maintains an appropriate measure of compliance with environmental regulations by means of a legislative approach
<b>Control officer</b>	Acting as an independent Environmental Control Officer (ECO), acting as a quality controller and monitoring agent regarding all environmental concerns and associated environmental impacts
<b>Screening studies</b>	Project investigations in order to determine the level of complexity for the environmental and social studies required for a project. This is a form of risk assessment to guide the advancement of the project.
<b>Public consultation</b>	The provision of specialist input in order to communicate project findings as well as assist with providing feedback if and when required.
<b>Water use licenses</b>	Consultation with the relevant authorities in order to establish the project requirements, as well as provide specialist (aquatics/wetland) input for the application in order to achieve authorisation.
<b>Closure</b>	Primarily the review of closure projects, with emphasis on the closure cost calculations. Support was also provided by assisting with the measurements of structures during fieldwork.
<b>Visual</b>	The review of visual studies as well as the collation of field data to be considered for the visual interpretation for the project.

## ACADEMIC QUALIFICATIONS

**University of Johannesburg, Johannesburg, South Africa (2009):** MAGISTER SCIENTIAE (MSc) - Aquatic Health:

**Title:** *Aspects of the biology of the Bushveld Smallscale Yellowfish (Labeobarbus polylepis): Feeding biology and metal bioaccumulation in five populations.*

**Rand Afrikaans University (RAU), Johannesburg, South Africa (2004):** BACCALAUREUS SCIENTIAE CUM HONORIBUS (Hons) – Zoology

**Rand Afrikaans University (RAU), Johannesburg, South Africa (2001 - 2004):** BACCALAUREUS SCIENTIAE IN NATURAL AND ENVIRONMENTAL SCIENCES. Majors: Zoology and Botany.

## PUBLICATIONS

Tate RB and Husted, A. 2015. Aquatic Biomonitoring in the upper reaches of the Boesmanspruit, Carolina, Mpumalanga, South Africa. African Journal of Aquatic Science.

Tate RB and Husted A. 2013. Bioaccumulation of metals in *Tilapia zillii* (Gervai, 1848) from an impoundment on the Badeni River, Cote D'Ivoire. African Journal of Aquatic Science.

O'Brien GC, Bulfin JB, Husted A. and Smit NJ. 2012. Comparative behavioural assessment of an established and new Tigerfish (*Hydrocynus vittatus*) population in two manmade lakes in the Limpopo catchment, Southern Africa. African Journal of Aquatic Science.

Tomschi, H, Husted, A, O'Brien, GC, Cloete, Y, Van Dyk C, Pieterse GM, Wepener V, Nel A and Reisinger U. 2009. Environmental study to establish the baseline biological and physical conditions of the Letsibogo Dam near Selebi Phikwe, Botswana. EC Multiple Framework Contract Beneficiaries.8 ACP BT 13 – Mining Sector (EDMS). Specific Contract N° 2008/166788. Beneficiary Country: Botswana. By: HPC HARRESS PICKEL



CONSULT AG

Husted A. 2009. Aspects of the biology of the Bushveld Smallscale Yellowfish (*Labeobarbus polylepis*): Feeding biology and metal bioaccumulation in five populations. The University of Johannesburg (Thesis).

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