

ASIEM SANYAL

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EDUCATION

Imperial College London;

Masters (M.Sc.) in Ecology, Evolution & Conservation

London, United Kingdom

(Oct. 2015- Sept. 2016)

Thesis: 'Reworking distribution maps and predicting global nursery locations for three species of genus *Sphyrna* in the Pacific Ocean', in association with James Cook University, Australia

University of Calcutta (Ballygunge Science College);

Masters (M.Sc.) in Marine Science

Kolkata, India

(Jul. 2012-Apr.2014)

Thesis: 'Microzooplankton diversity along the entire stretch of the Hooghly River Estuary'

Loyola College

Bachelors (B.Sc.) in Advanced Zoology & Biotechnology

Chennai, India

(Jun. 2009-Jun.2012)

PROFESSIONAL EXPERIENCE

Self-Employed/ Freelance

Independent Consultant

Remote

(Jul.2025 - present)

- Providing consultancy-based expertise on a range of areas within the conservation sector (particularly marine conservation) to different global conservation organisations

Fauna & Flora International/ Fundação Príncipe

Terrestrial Programme Manager

Príncipe, São Tomé and Príncipe

(Jul. 2022 - Jul. 2025)

- Developed the terrestrial conservation programme within Fundação Príncipe, through formal secondment to Fundação Príncipe on Príncipe Island
- Managed and administered the financial and operational aspects of Fundação Príncipe's conservation projects, ensuring that internal and donor reporting procedures were met
- Temporarily covered for the project manager of the Omali Vida Nón project, a marine conservation project looking at establishing the first network of marine protected areas (MPAs) in the islands of São Tomé and Príncipe*
- Developed grant applications (including budgets, M&E plans, and logframes) and delivered capacity-building workshops to support the needs of Fundação Príncipe
- Coordinated the development and implementation of scientifically robust data collection protocols, and the establishment of a database for marine and terrestrial projects
- Attended and participated in meetings, forums and policy discussions, and built effective strategic partnerships with relevant national and regional partners
- As an active member of the organisation's EDI group, contributed to EDI-focused initiatives at an organisational level
- As an active member of the organisation's LGBTQ+ Affinity group, championed and created avenues for LGBTQ+ representation at the workplace, internal meetings and events, and policies (through the EDI group)

*You can read more about the latest update on the MPA work being done by Fauna & Flora here:

- [Announcement from the UNOC](#) in Nice, France (2025)

and more about my work to expand this learning network regionally, with Nigeria, here:

- [Seed grant awardees](#), Global Diversity Foundation (2024)

INLAKS India Foundation (Scholarships)
Panellist (*Pro bono*)

India
(Apr.-Jun. 2022)

- As one of a committee of three judges, assessed the candidature of applicants for 2022-2023 for the conservation small grants and internships awarded each year by the Foundation. These projects are to be conducted and completed in India (small grants) or abroad (internships). Proposals are reviewed on broad parameters of scientific and conservation relevance, local community participation, feasibility, timelines and budgeting

Blue Ventures
Conservation Science Senior Manager

Remote/Dili, Timor-Leste
(Jul. 2021- Jun. 2022)

- Developed and managed Blue Ventures' science-based marine conservation programme in Timor-Leste.
- Led on setting medium- and long-term priorities for the conservation programme, in consultation with the Country Director, and developing a budget for any science and conservation activities laid out for the respective financial year.
- Led on developing grant applications (including budgets) to support the aspirations of the Timor-Leste country programme in consultation with the Country Director.
- Led on developing and implementing community-led data collection strategies and protocols, focused on nature-based solutions to mitigate the impact of climate change on vulnerable coastal fishing communities
- Supervised and mentored direct reports (n=3, full-time employees) towards the successful completion of grant activities, as well as supported staff development through performance objective setting and evaluation
- Attended and participated in meetings, forums and policy discussions, and built effective strategic partnerships with relevant national and regional partners
- As founder member of the organisational Diversity, Equality and Inclusion (DEI) working group, helped determine and champion avenues for DEI within the scope of the organisation's work and partnerships.

You can read more about my work with coastal communities and Locally Managed Marine Areas (LMMAs) here:

- [Only One](#) (2020)
- [Blue Ventures blog](#) (2021) (authored by me)
- [Darwin Initiative final report](#) (2021) (authored by me)

Blue Ventures
Science Manager

Remote/Dili, Timor-Leste
(Aug. 2020- Jun. 2021)

- Developed and managed Blue Ventures' science and conservation programme in Timor-Leste.
- Managed, supported, and actively mentored and trained the in-country conservation team to deliver various activities, including fisheries monitoring and community consultations on Locally Managed Marine Areas (LMMAs), through a nature-based lens to allow vulnerable coastal fishing communities to adapt to the effects of climate change
- Managed the delivery of a portfolio of grants, ensuring activities were delivered to a high standard and budgets were observed.
- Attended and participated in high-level meetings, forums and policy discussions.
- Contributed towards building effective strategic partnerships with relevant national and regional partners, including governmental organisations, universities, businesses, and other key stakeholders.
- As founder member of the organisational Diversity, Equality and Inclusion (DEI) working group, helped determine and champion avenues for DEI within the scope of the organisation's work and partnerships.

INLAKS India Foundation (Scholarships)

India

Panellist (Pro bono)

(May, 2021)

- As one of a committee of three judges, assessed the candidature of applicants for 2021-2022 for the conservation small grants and internships awarded each year by the Foundation. These projects are to be conducted and completed in India (small grants) or abroad (internships). Proposals are reviewed on broad parameters of scientific and conservation relevance, local community participation, feasibility, timelines and budgeting.

IUCN Species Survival Commission
Sirenia Specialist Group member (2021-2025)

Remote
(Feb.2021-present)

- Member of IUCN's *Sirenia* Species Specialist Group

Blue Ventures
Consultant

Remote
(Jun. 2020–Jul. 2020)

- Worked on a comprehensive data report and statistically analysed three years' worth of ecological surveys for dissemination to various stakeholders.

INLAKS India Foundation (Scholarships)
Panellist (Pro bono)

India
(Jun. 2020)

- Selected on a committee of three judges to assess the candidature of applicants for 2020-2021 for the conservation small grants awarded each year by the Foundation. These projects are to be conducted and completed in India. Proposals are reviewed on broad parameters of scientific and conservation relevance, local community participation, feasibility, timelines and budgeting.

Blue Ventures
Field Scientist

Ataúro, Timor-Leste
(Sep. 2019 –May 2020)

- Was responsible for coordinating the science programme – delivered lectures on Indo-Pacific coral reef identification, coral reef biology, fish identification, invertebrates and impacts (anthropogenic) identification, in accordance with the Reef Check methodology
- Trained volunteers to collect reef data based on Reef Check methodologies – conducted fish and coral point-outs underwater, delivered tests, demonstrated survey techniques, and supervised underwater surveys, as well as checked data for inconsistencies, and uploaded to the master database
- Assisted the Expedition Manager with logistics and implementation to ensure the smooth functioning of the programme.
- Mentored a student from Deakin University, Australia, towards the successful completion of her placement project.

Operation Wallacea & Društvo istraživača mora 20000 milja
Junior marine researcher & Dive Instructor

Silba, Croatia
(Jun. 2019 – Aug. 2019)

- Delivered ecology lectures and in-water practicals as well as evening presentations for OpWall's ecology courses in Croatia
- Mentored students towards the completion of individual projects, and trained Open Water students
- Designed /modified the course based on the volunteer pool and local conditions
- Designed survey methodology and provided in-water training and supervision for diving and snorkelling-based seagrass surveys
- Collected and collated data for OpWall's ongoing long-term seagrass research in Croatia
- Coordinated and supervised the daily schedules of visiting students to the field base

Flipper Diving Club
Instructor candidate

Phu Quoc, Vietnam
(Feb. 2019 – Apr. 2019)

- Participated in an Instructor internship, which culminated in Open Water SCUBA Instructor status
- Assisted with the dive centre's presence in a four-star resort
- Conducted reef surveys and coral condition monitoring
- Disseminated information on Phu Quoc's marine life to resort guests

Flipper Diving Club
Divemaster Trainee

Phu Quoc, Vietnam
(Nov. 2018 – Jan. 2019)

- Participated in a Divemaster internship, which culminated in Divemaster status
- Assisted with the dive centre's presence in a four-star resort
- Conducted reef surveys and coral condition monitoring
- Disseminated information on Phu Quoc's marine life to resort guests

Community Centred Conservation (C3);
Programme Assistant

Antsiranana, Madagascar
(Jan. 2018- Mar.2018)

- Filled knowledge gaps for local conservation of marine flagship species (such as dugongs)
- Conducted mangrove and seagrass surveys through interviews with local fishermen, and sea-turtle surveys through rapid assessment of nesting beaches
- Participated in meetings with government officials to identify Key Biodiversity Areas (KBAs) which could potentially be converted into Locally Managed Marine Areas (LMMAs)
- Contributed to writing project update reports for the GEF grant
- Conducted outreach by involving village school children in the 'Junior Ecoguard' programme
- Conducted weekly English-speaking classes for the local staff

Project Biodiversity;
Field Assistant

Santa Maria, Sal, Cape Verde
(Jun. 2017-Dec.2017)

- Worked on monitoring and protecting loggerhead turtles (*Caretta caretta*), through direct beach protection, as well as grassroots-level education and engagement.
- Supervised and planned daily schedules of volunteers
- Updated social media accounts of the organisation
- Assisted with monitoring resident populations of red-billed tropic birds (*Phaethon aethereus*) on the island; this involved handling the birds, deploying GPSs, and collecting biological and nesting information

Bermuda Institute of Ocean Sciences (BIOS);
Summer School Scholar

St George's, Bermuda
(Jul. 2016)

- Received a full scholarship to attend the 'Coral Reef Ecology : Reef Response to Environmental Change' (CRE) Summer School programme organised and conducted by the Bermuda Institute of Ocean Sciences

Madras Crocodile Bank Trust & Dakshin Foundation
Field Researcher

Wandoor, Andaman islands, India
(Sept. 2014-Mar. 2015)

- Worked on an ongoing long-term project, 'Conserving grouper fisheries and sustaining the grouper fisheries of the Andaman Islands'.
- Engaged with the local community to collect data on fishing practices and day-to-day fishing-related activities.
- Facilitated workshops and conducted discussions on sustainable livelihoods within the local fishing community

- Interacted with the local fishing community and middlemen to understand their role in conservation and sustaining fisheries
- Was put up at research station, A.N.E.T. (Andaman & Nicobar Islands' Environmental Team); assisted with ongoing activities at A.N.E.T., including providing educational tours to visiting student groups from both India and outside (Australia and U.S.A.)
- Took the initiative on a personal level to expand the scope of engagement by developing visual educational materials for implementing conservation practices

Indian Institute of Science (I.I.Sc.);
Intern/Full Time

Bengaluru, India
(Oct.-Nov. 2013)

- Worked on the project 'The effects of climate change on the sex determination of Olive Ridleys', at the Centre for Ecological Sciences (CES)

Indian Institute of Science (I.I.Sc.);
Intern/Full Time

Bengaluru, India
(Oct.-Nov. 2012)

- Worked on the project 'Inter-tidal faunal interactions', at the Centre for Ecological Sciences (CES)
- Work entailed analysis of samples of inter-tidal fauna collected from beaches along the eastern and western coasts of India, as part of an on-going long-term project

National Institute of Biomedical Genomics (NIBMG);
Summer Research Fellow

Kalyani, India
(Apr.-Jun. 2011)

- Worked on 'Polymerase Chain Reaction and Restriction Fragment Length Polymorphism study of IL28B Gene', as part of the Indian Academy of Sciences (IAS) Summer Research Fellowship Programme

Jawaharlal Nehru Centre for Advanced Scientific Research (JNCASR);
Summer Research Fellow

Bengaluru, India
(May-Jul. 2010)

- Worked on the 'Assessment of Feeding Habits of Elephants by Micro-Histological Analysis of Dung Samples' at the Evolutionary and Organismal Behaviour Unit (EOBU), as part of the JNCASR Summer Research Fellowship Programme
- Field work entailed collection of dung samples from the Mudumalai National Park, Tamil Nadu, India
- In addition, participated in the 'Elephant Census' conducted by the government of Tamil Nadu, India

HONOURS AND AWARDS

Certified Conservation Standards Coach

(2024)

- The Open Standards for the Practice of Conservation, or Conservation Standards (CS) for short, are a widely adopted set of principles and practices that bring together common concepts, approaches and terminology for conservation project design, management and monitoring. They form an outcome planning framework which can be applied to improve cultural, social, economic and environmental outcomes using existing tools and methodologies.

Kinship Conservation Fellow, Kinship Foundation

(2024)

- The month-long, in-residence Kinship Conservation Fellowship focused on market-based solutions in conservation and cultivates leadership skills in the sector. Through interactive discussions, systems-thinking exercises, and peer-learning sessions, 18 Fellows engaged with stories and innovative solutions to overcome complex challenges that they could apply to their own work.

Conservation and Communities Fellow, Global Diversity Foundation

(2023-24)

- Part of a global cohort of 32 conservation leaders and changemakers from the 'Global South' (working in grassroots and civil-society organisations) for the Communities and Conservation Fellowship, a ten-month tailored learning and development programme.
- The Fellowship focused on three streams, Mentoring, Leadership, and Skills-building, as well as in-person attendance at a Community Exchange and the ISE Congress in Morocco in May 2024

Ravi Sankaran Inlaks Scholarship, Inlaks Shivdasani Foundation, India (2015-16)

- A fully funded scholarship to pursue my Master's degree at Imperial College London

INSPIRE Scholarship from Department of Science and Technology, Govt. Of India (2009-14)

- Awarded to the top 1% of higher secondary students of India to pursue basic sciences for 5 years of undergraduate and postgraduate studies

British Council's 'International Climate Champion' (2011 -12)

- Carried out an individual project on creating awareness about the shrinking Pallikaranai Marsh, near Chennai, India, incorporating aspects of sustainable utilisation of resources, and its continued stewardship by future generations. Provided materials and trained local residents/students to reduce impacts of human activities on the marsh wildlife.

SKILLS

Diving: PADI Open Water Scuba Instructor and Emergency First Response Instructor (in teaching status)
Reef Check EcoDiver Trainer (Indo-Pacific)
Green Fins Dive Guide

Languages: English (Native), French (A1), German (A1), Spanish (B1)
Hindi (Native), Bānglā (C2), Tetun (B1), Portuguese (B2)

Computer-Based Skills: Report writing, data tabulation & analysis, database management

Software: Microsoft Office (Word, Excel, PowerPoint) Suite

Computer Language: R