

CURRICULUM VITAE

SHAFIYA NAEEM

M. Areeka, Chambeylee Hin'gun, Malé, Rep. of Maldives

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PROFESSIONAL SUMMARY

Aquaculture professional specializing in aquatic animal health, with nearly 20 years of experience in developing mariculture research programmes and providing expert guidance on mariculture development planning to shape key national policies. Recent contributions include leading efforts to designate four areas as exclusive mariculture development zones and spearheading coral reef rehabilitation initiatives. Experienced in managing multi-million-dollar international projects and collaborating with international consultants to develop policy documents guiding national strategies. A dedicated team player who empowers colleagues to deliver high-quality, impactful work.

KEY SKILLS AND EXPERTISE

- ☐ Strategic Planning and Policy Development
 - ☐ Mariculture and Aquaculture Systems Design
 - ☐ Risk Assessments and Impact Analyses
 - ☐ Multi-stakeholder Engagement and Capacity Building
 - ☐ Molecular diagnostics, Histopathology and Microbiology techniques
 - ☐ PADI Open Water Diver, currently completing Advance Open Water Diver License
 - ☐ Bilingual Communication: Fluent in Dhivehi and English
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PROFESSIONAL EXPERIENCE

- Maldives Marine Research Institute, Malé** **Director General** (February 2019 – January 2025)
- ☐ Leading the Institute's research programmes, ensuring alignment with government policies and the best available scientific evidence.
 - ☐ Providing policy guidance on matters related to the marine environment and resource use, ensuring compliance with Government regulations, procedures, and policies.
 - ☐ Reporting to the Ministry on the Institute's strategic, financial, and research matters, monitoring and managing the progress of ongoing projects and programmes.
 - ☐ Initiating and maintaining partnerships with national and international collaborators in marine scientific research.
 - ☐ Providing technical inputs to consultants in developing feasibility studies for mariculture and aquaculture projects.
 - ☐ Advising the Ministry on strategic directions for sustainable mariculture and aquatic health management, contributing to policy development
 - ☐ Directed the designation of four exclusive mariculture development zones, overseeing the documentation and justification process.
 - ☐ Guided two collaborative coral reef rehabilitation projects with Australian counterparts, securing grants of 1.5M each, while overseeing the implementation of mariculture research programmes in accordance with national and international standards.
 - ☐ Guided the development of Import Risk Assessments for the introduction of two species of shrimp for mariculture

development.

- Aquatic Animal Focal Point for the World Organisation for Animal Health (WOAH)
- Governing Council Member of the Network of Aquaculture Centres in Asia-Pacific
- Chair of the Scientific Committee and Organising Committee of the Maldives Marine Science Symposium hosted biennially by MMRI
- Member of the Coral Research and Development Accelerator Program (CORDAP)'s Initiative Governing Committee

**Sustainable Fisheries
Resources Development
Project**

Mariculture Component Coordinator (2017 - 2022)

- Planning and overseeing the development of mariculture research and development capacity through development of modern research facilities at the Mariculture Research and Training Facility at Maniyafushi Island and a multi-species marine hatchery facility in Maanagala Island
- Planning and overseeing human capacity development toward enhancing mariculture research undertaken at the research facility
- Developing aquatic animal health diagnostics and monitoring capacity in the Maldives
- Guiding the formulation of the Good Aquaculture Practices guidelines for the Maldives
- Contributing to project annual budgeting and work planning

**Marine Research Centre
(now Maldives Marine
Research Institute), Malé**

Aquatic Pathologist (2013 – 2019)

- Develop aquatic animal disease diagnostic capacity in the Maldives for selected, important diseases
- Provide technical advice in the areas of aquaculture development and aquatic health management to interested parties
- Provide policy advice on matters relating to aquaculture development and aquatic animal health
- Develop, implement and guide research programmes on aquaculture of selected species
- Played a pivotal role in designing mariculture and fisheries research components, including project concepts, plans, and budgets for a \$55 Million World Bank Project.
- Diagnosed Nervous Necrosis Virus (NNV) in cultured groupers for the first time in the Maldives
- Provided technical contributions to the development of economic feasibility study for grouper and sandfish growout operations
- Planned and oversaw the development of the Mariculture Development Plan and the National Aquatic Animal Health Strategy of the Maldives
- Led the proposal to transition the Marine Research Centre into the Maldives Marine Research Institute, approved by the Cabinet in 2019
- Led the proposal for the first National Coral Reef Rehabilitation and Restoration Programme, approved by the Cabinet, and secured MVR 11M funding
- Developed the proposal for a bait aquaculture facility, approved by the Cabinet and secured MVR 45M funding

Senior Research Officer (2006 – 2013)

- Oversee aquaculture research programmes conducted by the centre
- Develop and implement research programmes on the development of aquaculture techniques of selected aquatic species
- Formulate and implement aquaculture training programmes
- Provide technical advice in the area of aquaculture to interested private parties
- Managed the UNDP-funded Pearl Culture Project (2006–2010), ensuring timely implementation and reporting

Research Officer (2001 – 2002)

- Assist with the pearl culture pilot project
- Coordinate training programmes in aquaculture

Ministry of Fisheries & Agriculture, Malé

Fisheries Extension Officer (2000 – 2001)

- Conduct inspection of fishing vessels to confirm compliance with set standards
- Assist in training courses conducted on fish processing, value addition and quality control
- Develop training materials for the course on small business management targeted at fishermen

Other experiences

- Local Agent for a German TV crew during the production of a documentary on the Maldives (2012). Managed the coordination of activities, logistics arrangements and translations/transcriptions as required
- Key role in the collection of human action during the 2004 tsunami through tsunami survivor interviews in the Maldives, funded by US NOAA. Responsible for the translation/transcription of the interviews obtained in addition to ensuring all logistics were arranged on time (2009)

ACADEMIC QUALIFICATION

**University of Stirling,
Scotland**

MSc. Aquatic Pathobiology (September 2010 – October 2011)
Passed with Distinction

**University of Tasmania,
Australia**

Bachelor of Aquaculture (February 2002 – November 2005)
Passed with Honours (Upper Second Class)

PUBLICATIONS

Amjad F., Ahusan M., Amir H., de Villiers N., Gress E., Mah C., **Naeem S.**, Rico-Seijo N., Samaai T., Afzal M., Woodall L., Stefanoudis P., 2024 An underwater imagery identification guide for shallow, mesophotic and deepsea benthos in Maldives. Biodiversity Data Journal 12: e120128. <https://doi.org/10.3897/BDJ.12.e120128>.

Ahusan M., Rico-Seijo N., Amjad F., Gress E., **Naeem S.**, Samaai T., Samimi-Namin K., Woodall L.C., Stefanoudis P.V., 2023. The Nekton Maldives taxonomic workshop: Exploring the biodiversity of shallow, mesophotic and deep-sea communities in Maldives. Research Ideas and Outcomes 9: e114370. <https://doi.org/10.3897/rio.9.e114370>.

- Ahmed, H.A., Shakeel, H., **Naeem, S.**, Sano, K., 2018. Pilot study on growout culture of sandfish (*Holothuria scabra*) in bottom-set cages in lagoon. SPC Beche-de-mer Information Bulletin, 38: 45 – 50.
- Saleem, A., **Naeem, S.**, 2015. Environmental Impact Assessment for HDh. Neykurendhoo channel protection and maintenance dredging project. Maldives Energy and Environmental Company, Ltd., 73 pp.
- Valdenegro-Vega, V., **Naeem, S.**, Carson, J., Bowman, J.P., Tejedor del Real, J.L., Nowak, B., 2013. Culturable microbiota of ranches southern Bluefin tuna (*Thunnus maccoyii* Castelnau). Journal of Applied Microbiology, 115 (4): 923 – 932.
- Andréfouët, S., Menou, J-L., **Naeem, S.**, 2012. Micro-invertebrates communities in Baa Atoll, Republic of Maldives. In: Andréfouët, S., (ed.). Biodiversity, resources and conservation of Baa Atoll (Republic of Maldives): a UNESCO Man and Biosphere Reserve. Atoll Research Bulletin, 2012 (590): 125 – 142.
- Jimenez, H., Bigot, L., Bourmaud, C., Chabanet, P., Gravier-Bonnet, N., Hamel, M.A., Payri, C., Mattio, L., Menou, J.L., **Naeem, S.**, Rilwan, Y., Sattar, S., Scott, L., Shiham, A., Vigliola, L., Andréfouët, S., 2012. Multi-taxa coral reef community structure in relation to habitats in the Baa Atoll Man and Biosphere UNESCO Reserve (Maldives), and implications for its conservation. Journal of Sea Research, 72: 77 – 86.
- Naeem, S.**, Sattar, S.A., 2007. A compilation of reported fish kills in the Maldives (July – December 2007). Marine Research Centre, Malé, Maldives, 32 pp.

REFEREES

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