

CURRICULUM VITAE: Daphne Charlotte Taylor

Personal Information:

- Marital Status: Married
 - Age: 45
 - Address: 7 Hart Street, Gonubie, 5256, South Africa
 - Nationality: South African Citizen
 - ID Number: 740418 0149 087
 - Dependents: 2 (Aged 9 and 11)
 - Home and other languages: English, Afrikaans
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Education:

Jan 1987 – Dec 1991 : Grens High School : East London

Matric Senior Certificate: Symbol C

- Subjects: English (HG 2nd Language), Afrikaans (HG 1st Language, Mathematics (HG), Science (SG), Biology (HG), Accountancy (HG)
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Jan – Dec 1992 : University of South Africa : East London

Mathematics 1: Symbol A

Jan 1993 – Dec 1995 : University of Port Elizabeth : Port Elizabeth

First Year: Subject (Symbol)

- Zoology (C), Botany (C), Chemistry (B), Physics Special (C), Mathematics Special (A)

Second Year

- Zoology (C), Botany (B), Biochemistry (B)

Third Year

- Zoology (B), Biochemistry (B)
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Jan – Dec 1996 : University of Port Elizabeth (currently NMMU) : Port Elizabeth

BSC Zoology Honours Funded by FRD

- Zoology (C), Population Ecology (C), Community and Ecological analysis (A), Conservation Biology (C), Animal Adaptation (C), Seminar (A), Research Project (C), Oral Exam (D)
 - **QUALIFIED AS Class IV Diver**
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Jan 1997 – May 1999 : Rhodes University : Grahamstown

MSc in Fisheries Science funded by SANCOR, incomplete

Title of Thesis: The life history, exploitation and management of the Cape Dory, *Zeus capensis* (Order: Zeiformes, Family: Zeidae) along the South African coast.
Completed first 2 years, however left due to personal and financial reasons.

**Present
Employment:**

Nov 2009 - Present Wild Coast Abalone (Pty) Ltd : East London/Haga Haga Area

Position: Production manager of Abalone (*Haliotis midae*), and Seaweed (*Ulva sp.* And *Gracilaria sp.* as food source to abalone) in Flow-Through Grow-Out Facility, as well as Crayfish (*Panulirus homarus*) in a semi-Recirculating Aquaculture System (RAS).

Number of staff managed = 138 (including 6 Managers and 5 Section Leaders)

Abalone Production = 170-200 tons per annum

Abalone Seeding/Ranching = 3.26 million abalone to date (Feb 2020)

Seaweed Production = 500-550 tons per annum

New ventures: Crayfish Capture and Grow-Out = 5 - 10 tons per annum currently

Sea Cucumber Grow-Out: Pilot phase growth and feeding trials

Duties:

Production: Abalone, Seaweed and Crayfish

- Determine sales figures and assist in sales schedule for each month based on stocktake and/or use of customised production models.
- Monitor environments to ensure maintenance of optimum conditions for aquatic life.
- Manage the collection and recording of growth, production and environmental data.
- Analyse data to improve growth rates and prevent mortalities.
- Devise and participate in activities to improve growth rates, and to prevent disease (implement biosecurity measures).
- Conduct and supervise experiments; analyse data and implement if required.
- Manage selection of animals, purging and packing for live abalone export.
- Manage selection of animals for dried abalone export.
- Driving force for continuous improvement i.t.o efficiency and husbandry practices.
- Manage food requirements and structure feeding regimes (artificial, seaweed).
- Manage and determine fertilizing regime, stocking density and harvesting schedule for seaweed species.
- Determine how to allocate resources and to respond to unanticipated problems, such as hot sea water temperatures, system break-downs, dramatic decrease in food availability and pest infestation.
- Direct and monitor the transfer of abalone to grow-out tanks in all post weaning stages of life cycle.
- Manage holding capacity (space availability) and stock on farm.
- Grow abalone for live sales (30g – 315g+) and for seeding operations.
- Grow east coast rock lobster for live sales and determine if sales of 1kg individual weight crayfish within a year of grow-out is viable.
- Initiate and manage seeding operations i.t.o animal preparation, packaging and transport.
- Develop checklists, SOP's, new processing and packing methods to improve efficiency and promote animal survival and quality.
- Liaise with Department of Agriculture, Forestry and Fisheries (DAFF), together with commercial diving operations to complete seeding.
- Intellectual input into design and improvements of abalone grow-out, recirculating aquaculture system and packing facilities.
- Assist HACCP and Health and Safety Officers in compliance with all quality and food safety requirements.
- Manage all production supporting functions/teams (Basket cleaning and making, System Maintenance, Artificial Feed) in all aspects.

Health & Biosecurity:

- Manage and supervise stock examinations to identify diseases or parasites together with Amanzi Vet (Appointed Veterinary Service Provider).
- Confer with biologists, veterinarians and other qualified personnel to obtain data concerning habits, diseases, food and environmental requirements.
- Conduct and supervise treatment of diseases and parasites.

**Present
Employment:**

(continued)

Administration:

- Compile comprehensive manual with Standard Operating Procedures for all aspects of aquaculture farming, tailor-made for Wild Coast Abalone to match environmental conditions and operating requirements. Also for use in HR as Job Descriptions.
- Developed and implemented a single production filing system on the Z drive.
- Determine, administer, and execute policies relating to operations administration and standards, and facility maintenance as well as ensuring compliance to permit conditions.
- Prepare reports and summaries required by company and environmental laws.

Staff Matters:

- Developed and maintain a comprehensive staff database in order to manage skills lost/gained, information for Equity reports are at hand, training requirements, manage probation periods and increases, etc.
- Balance staff numbers per department, skills required, terminations and employment.
- Assess labour requirements per section per team and level of training required.
- Plan and balance each years' Duty Roster, incl balancing wage staff numbers and level of competence per group in order that ALL weekends and Public Holidays are covered by competent group of staff to conduct all necessary functions.
- Execute Production Managers and Supervisors Job Evaluations every 6-12 months as well as applying for increases if deemed necessary.
- Responsible for enforcing consistent, fair and inclusive employment practices, legal and corporate compliance, behaviours reflective of the company's culture.
- Rating of all incoming wage staff CV's in order to assist in selection process.

Training:

- Co-Supervise PhD student from Rhodes University, Abiodun Falade.
- Oversee, supervise and perform the selection, training and performance of aquaculture workers (including managers) and support workers as per Standard Operating Procedures (SOP's).
- Compose SOP's (in WCA Manual with doc numbers) and training registers have been developed and captured for each job and each staff member on the Production Team.
- Implement and develop visual aids, video's and power point presentations to improve training.
- Implement and maintain basic computer literacy (especially Excel) as part of Level 4 Section Leader Training in order to support Supervisors in data capturing and planning.

Other Departments:

- Collaborate and assist maintenance department during High Pressure Cleaning and "pigging" pipe cleaning operations.
- General daily communication and assistance on repairs, maintenance and improvements in all production related and support systems.
- General daily communication and assistance to Post Weaning, HR, Compliance Department, Packing and Sales.
- Assist in planning of expansion project in terms of design and logistics. Wild Coast Abalone will reach a 300-ton farm production by June 2022.

**Present
Employment:**

(continued)

Ongoing Projects:

-	Official company representative in EU Horizon 2020, 4 year Aquavita project. Liaise with international Universities, Research Institutes and Industry leaders to further sustainable multi-trophic aquaculture.
-	Assisting in the development of new production system database and equipment with the view to manage (analyse data input and output, etc.) system once completed.
-	Grow-out of Sea Cucumbers and Crayfish in a sustainable manner.
-	Design and management of functional Production Laboratory and multi-species hatchery.
-	Compose material (digital and hard copies) for an on-sight Library and develop filing and access system.
-	Abalone Feeding Trials testing 5 different feed formulations from 3 different artificial feed Companies over a hot water period (120 days).

**Previous
Professional
Experience:**

Jan 1997 – May 1999 : Rhodes University : Grahamstown

- The masters' project required annual sea trips on board the South African *FRS Africana* and Norwegian *Fridjof Nansen* research vessels to collect fresh fish samples. Samples were also obtained by liaising with demersal fishing communities in Port Elizabeth and Mossel Bay as well as I&J and Sea Harvest in Cape Town (in collaboration with Sea Fisheries Research Institute, Cape Town).
- Biological parameter and production models were determined and used to formulate management strategies for the species. These strategies were compared to the existing policies and recommendations were made to amend the policies.
- Pre-liminary results were presented at the international Paradi conference (September 1998) and final results at the annual post graduate seminars at Rhodes University (October 1999).

Jan – Dec 1997 : Rhodes University : Grahamstown

- Assisted SANCOR with the assessment of the mussel population along the rocky shores of the Eastern Cape.

Sept – Nov 1999 : Grens Primary School: East London

- Assisting administration with implementing computer programs (Microsoft Excel and Microsoft Publisher) with the aim of producing pamphlets, invitations and graphs.

Feb – July 2000 : Hamburg Sea farms : Hamburg

- Gathering information on past oyster farming in Hamburg and formulating business plan for resuming oyster farming in the region.
 - Liaising with Sea Fisheries Research Institute concerning permits and new projects to increase tourism.
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**Previous
Professional
Experience:**

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1992, 2001 : Commercial Park Private School : East London

- Employed as mathematics teacher (Grade. 8 – 10). Weekend extra lessons.
- Temporary teacher for Grade 6. Subjects: Afrikaans, English, Mathematics and General Science.

July – August 2001 : Centre for Dolphin Studies & Ocean Safaris : Plettenberg Bay

- Observing the running of research and commercial whale and dolphin watching on invitation from Dr. V. Cockroft and Dr. D. Young.
- Collecting information on biological, business and marketing aspects to assist in formulating a business plan for establishing a commercial whale and dolphin watching enterprise in East London.

Jan – Dec 2002 : Jacob Rheeder and Amatola Civils : East London

- Setting up of office
- Designing business cards, letterheads, fax cover sheets etc.
- General Administration
- Computer work (Microsoft Word, - Excel, - Outlook Express, - Explorer, - PowerPoint, -Publisher, Corel Draw).

Jan 2003 – Aug 2007 International Cert SA : King William's Town

Position: Senior Bookkeeper, Personal Assistant and Admin Clerk

Duties:

- Designing logos, questionnaires and cover pages of manuals for the Eastern Cape Parks Board's various Game and Nature Reserves.
- Senior Bookkeeper up to Trial Balance.
- Preparing ISO standard (quality and environmental management system) audits.
- Coordinate national audits with international and national auditors.
- Update database and report to Head Office in Germany.

Sept 2007 – Oct 2009 Buffalo Bull Farming (Green Harvest Project) : East London Area

Position: Production Manager of Kob (*Argyrosomus japonicus*) in a RAS Facility
Number of staff managed = 6 (including 1 manager)

Duties:

- Confer with biologists, veterinarians and other qualified personnel to obtain data concerning habits, diseases, recirculating aquaculture processes, food and environmental requirements.
 - Collect and record growth, production, and environmental data.
 - Analyse data to improve growth rates and prevent mortalities.
 - Oversee, supervise and perform the selection, training and performance of aquaculture workers and support workers.
 - Control receipt and distribution of fingerlings.
 - Manage holding capacity (space availability) and stock on farm.
 - Conduct and supervise experiments; analyse data and implement if required.
 - Grow kob to 1 – 1.5kg for fresh sales to market.
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Previous Professional Experience:

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- Develop, maintain and analyse database.
 - Intellectual input into design of holding, harvesting and processing facilities.
 - Determine food requirements and structure feeding regimes.
 - Conduct and supervise grading procedures.
 - Calculate and process salaries and wages each month.
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Computer Literacy:

Fully Computer literate. Microsoft Word, - Excel, Outlook Express, Internet, PowerPoint, Publisher, Corel Draw, Payroll - Pastel and VIP software.

Extracurricular activities:

Artwork: General arts and crafts, jewelry making, crocheting and sewing.

Sport: Diving (Master diver: Registered through NAUI and Department of Manpower for Class IV – Unfortunately not in date at present), squash, swimming, walking and cycling.

References:

Name: Gary Atherstone

Contact Information: +61 401 579 543, garyatherstone@gmail.com

Relationship to Referee and Designation: Previous Work Colleague (Peer; Construction, Design and Maintenance Manager of Wild Coast Abalone)

Number of Years: 6, 2009 – 2015

Current Designation: City Facility Manager of NEXTDC, Brisbane, Australia

Name: Mathias Wessels

Contact Information: +27 (0) 84 407 1570

Relationship to Referee: Previous Senior Manager to Referee (Senior Manager; Senior Production Manager of Wild Coast Abalone)

Number of Years: 5, 2009 – 2014

Current Designation: Co-Owner of Zululand Distillers Company & Other Private Farms

Name: Sanet Petschel

Contact Information: +27 (0) 82 504 5665, admin@wcabalone.co.za

Relationship to Referee and Designation: Current Work Colleague (Peer, HR Administrator of Wild Coast Abalone)

Number of Years: 9.5, 2009 – current
