

Curriculum Vitae



Personal information

Name: Henrik Sparholt
Address: Fredsvej 8A, 2840 Holte, Denmark
Telephone(s): +45 30 63 77 17
E-mail: Work: henriks@ices.dk private: henrik.sparholt@gmail.com
Nationality: Danish
Date of birth: 19 June 1953
Gender: Male

Work experience

- Fish stock assessment and biological advice regarding resource management
- Multispecies models.
- Stock-recruitment-environment models.
- Sampling commercial catch data.
- Fish stock surveys with research vessels.
- Statistical and Mathematical methods.
- International co-operation.
- Data base development and management.
- Organization and management
- Project management.
- Administration.
- Public relation and contact to the press.

Full-time jobs:

February 2002-present: Deputy Head of Advisory Department P4 grade. Present job content, taken from the ICES Secretariat description with a few changes consisting of replacing ACFM with ACOM and MCAP-RAC with MIRAC:

“Henrik Sparholt is the key person in the Secretariat’s scientific support to ACOM. He is in particularly responsible for the Technical Minutes produced by the Review

groups. He develops strategy papers and analyses for ACOM as required. He is central in supporting the development of the ecosystem overviews for the annual advisory report. He is responsible for planning the fisheries advisory work through the resolutions adopted by ACOM at the Consultations held in the fringe of the ASC. He participates in the general support for the advisory system in particular of ACOM.

Henrik Sparholt is responsible for the Secretarial contact to NASCO and NEAFC. He is also responsible for the contacts between the RAC and ICES Secretaries. This include the arrangement of the MIRAC annual meeting. Henrik Sparholt participates in presenting ICES to Clients, stakeholders and the public.

Henrik Sparholt provides the scientific support to the Data Centre in the Secretariat on the DATRAS database and participates in the general work with the Data Centre, publications and the science programme.

Henrik Sparholt's responsibilities will remain largely unchanged under the reformed advisory system. The new system will increase the Secretariats input to drafting advice and Henrik Sparholt will have a central role.

The new advisory system with its stronger emphasis on consistency will require professionals with Henrik Sparholt's expertise of technical knowledge of fish stock assessment, the ICES advisory systems and it nets works and how the advisory product relates to Clients needs"

March 1992-November 1997 and November 1998-January 2002: ICES Fisheries Assessment Scientist.

November 1997-October 1998: Interim Fisheries Adviser. Line manager for the ICES Living Resources Group with a staff of 7 persons. Secretary to ACFM. Member of ICES Secretariat Management Group.

January 1990-February 1992: Deputy Head of the Department of Fisheries Biology at DIFRES, which employed 13 scientists and 22 assistants.

July 1983-December 1989: Fishery biologist at the Danish Institute for Fisheries Research (DIFRES). Fields of work: Member of several ICES stock assessment working groups and chairman of one of them; responsible for the Danish participation in the ICES International Young Fish Survey; development of new mathematical and statistical stock assessment methods; multispecies modelling; sampling commercial catch data; consultative jobs for the Danish Ministry of Fisheries and for fisheries organizations; manager of several EU and Nordic Council financed projects.

Part-time jobs:

Lecturer at course in Danida fellowship course in natural resources management for sustainable development. Copenhagen July 2010.

Lecturer at WMU 2007 Malmö, Sweden, in fisheries biology.

From 2001-2006 Consultancy work for ATZI evaluating country applications for the EC Data Collection Regulation funding (about 2 weeks of work per year).

October 1988-February 1992: Lecturer in fishery biology and fish ecology at the University of Copenhagen.

August 1991: Lecturer in tropical fish stock assessment for one month at FAO/Danida training course, Nigeria.

September 1990: Lecturer in tropical fish stock assessment for one month at FAO/Danida training course, Ghana.

April 1982-June 1983: Fisheries biologist at Greenland Fisheries Investigations. Work on: Arctic charr biology in streams and lakes and general ecological studies of lakes and rivers, electro-fishing, gillnet fishing, acoustic surveys of lake populations of arctic charr.

February 1982-June 1982: Lecturer in bio-statistics at the Royal Danish School of Educational Studies, Emdrup, Copenhagen.

June 1981-January 1982: Teacher/education in biology and mathematics at the Danish Gymnasium (high school).

May-June 1980: Assistant scientist at the Environmental Board of Bornholm County.

September 1978-June 1981: Assistant teacher in biological statistics at the University of Copenhagen (part-time job while I was a student).

Manager on externally financed projects:

- Galathea 3 project on "Spawning biology, recruitment and genetic population structure of European eel (*Anguilla anguilla*) in the Sargasso Sea". 2006-2007.
- EU project on "Establishing a database of Baltic Trawl Survey Data". 1998-2001.
- EU project on "Compiling and computerizing Old IBTS data". 1996-1999.
- Nordic Council project on "Growth modeling of Herring in the Baltic Sea". 1990-1992.
- EU project on "Sampling and Analysis of Stomachs of non-Commercial Fish Species".

Name and address of employer:

ICES
H. C. Andersens -Boulevard 44-46
DK-1553
Copenhagen V
Denmark
Tel: +45 3338 6700
Fax: +45 3393 4215
info@ices.dk

Type of business or sector: Scientific organisation

Education, degrees and training:

Evaluated qualified for a professorship in fisheries biology at the University of Copenhagen, Jan. 2003.

Dr. of Science. University of Copenhagen, May 1996. (Title of the thesis: "Interactions between cod, herring, and sprat in the Baltic").

"Pædagogicum". Jan.1982. A Danish degree in teaching/pedagogy at the Danish University of Education.

Master degree. University of Copenhagen, Biology, June 1981.

Bachelor degree. University of Copenhagen, Mathematics and Statistics, June 1974.

Courses:

I have various small courses in Fortran, SAS programming, PowerPoint, Access, R programming, FLR (Fisheries Library in R), accounting, organisation, management, first aid, safety at sea and security.

Title of qualification awarded:

BaSc, MSc, Dr.Sc.

Languages:

Mother tongue(s)

Danish

Other language(s)

Swedish, Norwegian, English, German, French, Latin

Self-assessment

European level (*)

Swedish
Norwegian
English
German
French
Latin

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
C2	C2	C2	C2	C2
C2	C2	C2	C2	C2
C2	C2	C2	C2	C2
B1	B2	A2	A2	B1
A1	A2	A1	A1	A2
A1	A2	A1	A1	A2

(*) Common European Framework of Reference for Languages see below

Common reference levels: global scale Common European Framework of Reference for Languages

	C2	Can understand with ease virtually everything heard or read. Can summarise information from different spoken and written sources, reconstructing arguments and accounts in a coherent presentation. Can express him/herself spontaneously, very fluently and precisely, differentiating finer shades of meaning even in more complex situations.
Proficient User	C1	Can understand a wide range of demanding, longer texts, and recognise implicit meaning. Can express him/herself fluently and spontaneously without much obvious searching for expressions. Can use language flexibly and effectively for social, academic and professional purposes. Can produce clear, well-structured, detailed text on complex subjects, showing controlled use of organisational patterns, connectors and cohesive devices.
	B2	Can understand the main ideas of complex text on both concrete and abstract topics, including technical discussions in his/her field of specialisation. Can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible without strain for either party. Can produce clear, detailed text on a wide range of subjects and explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.
Independent User	B1	Can understand the main points of clear standard input on familiar matters regularly encountered in work, school, leisure, etc. Can deal with most situations likely to arise whilst travelling in an area where the language is spoken. Can produce simple connected text on topics which are familiar or of personal interest. Can describe experiences and events, dreams, hopes & ambitions and briefly give reasons and explanations for opinions and plans.
	A2	Can understand sentences and frequently used expressions related to areas of most immediate relevance (e.g. very basic personal and family information, shopping, local geography, employment). Can communicate in simple and routine tasks requiring a simple and direct exchange of information on familiar and routine matters. Can describe in simple terms aspects of his/her background, immediate environment and matters in areas of immediate need.
Basic User	A1	Can understand and use familiar everyday expressions and very basic phrases aimed at the satisfaction of needs of a concrete type. Can introduce him/herself and others and can ask and answer questions about personal details such as where he/she lives, people he/she knows and things he/she has. Can interact in a simple way provided the other person talks slowly and clearly and is prepared to help.

Social skills and competences:

I have extended skills in team work and how to get team to work well. This is obtained through my daily work, my work in working groups, on research cruises at sea and on trekking tours in the mountains of Greenland and Norway. Also as a tennis

player on teams and in doubles I have gained an extended experience in the psychological mechanism working between people and how to get the best out of it.

My work in ICES with 19 different nationalities, in FAO in Africa, and in the Mediterranean area has given me experience working with people from different cultures.

Regarding oral and written communication skills I have taken a Danish degree in teaching/pedagogy. This was half a year full time education following my University education, including theoretical as well as practical training. I have been teaching in high schools, Universities, and at FAO high level courses. I have been involved in the production of radio and television programs. My daily work at ICES requires extensive oral and written communication with assessment working groups, ACOM, individual scientists, etc. and I have gained a significant amount of experience in communication from that work.

Organisational skills and competences:

I have dealt with managing staff in a project-structured environment from my work in ICES. I have been involved in the development of the new structure and I am the project leader of some of the projects. I was a member of the Secretariat Management Group (SMG), which assists the General Secretary in management of the Secretariat. Since 2008 I have been the deputy head of the Advisory Programme department in the ICES Secretariat. At DIFRES, which in 1988 re-organised into a project structure, I was involved in the re-organisation and was the project leader of several projects. Furthermore, at DIFRES I was a member of the so-called “A-group”, which assisted the Director in management issues. During my last year in DIFRES I was the deputy head in the Fisheries Department with a staff of 35 persons. In addition I have been the project leader of several EU and Nordic Council funded projects.

Acting as ICES Fisheries Adviser in 1997-1998 provided me with new and refreshing challenges. To be in charge of the work of supporting about 20 working group and ICES ACOM meetings with a total of 450 participants and 150 meeting days, and of the editing, vetting and production of about 6 000 pages of assessment and ACOM reports per year, is a major task, requiring logistic, organizational, and administrative skills as well as detailed scientific knowledge.

Computer skills and competences:

I have worked with many sorts of mainframe, workstation, and PC software (VM, CMS, UNIX, DOS, Windows, SAS, FORTRAN, SIR, Basic, Word, Excel, WordPerfect, Lotus, QuattroPro, elm, Eudora, PowerPoint, Risk, R, FLR, SharePoint, Skype, WEBEX, etc.).

Other skills and competences:

See Annex 1 for “invited speaker” merits, Annex 2 for miscellaneous merits and Annex 3 for publications.

Annexes:

- Annex 1. “Invited speaker” merits.
- Annex 2. Miscellaneous merits.
- Annex 3. Publications.

Annex 1. “Invited speaker” merits.

Invited speaker at:

- ICES Symposium on Multispecies Models Relevant to Management of Living Resources, held in den Haag, Netherlands, 2-4 Oct. 1989.
- The Polish Sea Fisheries Institute 70th years Anniversary. 1992.
- EU Conference on Baltic Fisheries. Warnemünde 14.-16. Nov. 1994.
- Herring Stock Assessment & Research Priorities Workshop. A New England Aquarium Aquatic Forum. Boston, USA, 8-9 Nov. 1998.
- Symposium on Assessment of demersal resources by direct methods in the Mediterranean and adjacent seas. Pisa (Italy), 18-21 March 1998.
- The Precautionary Approach in Fisheries Management - the ICES Experience. International Biometric Society, Nordic regional Conference. Copenhagen, 9-11 June 1999.
- HELCOM Seminar and Second Session. Environmental impacts of fishing activities. Helsinki 20-22 March 2001.
- Joint HELCOM/IBSFC Seminar on Fisheries Issues and Environmental protection in the Baltic Sea (Gdynia, Poland 20-21 February 2002). State of the Baltic Sea fish stocks Cod, herring, sprat, salmonids, eel, flatfish.
- Joint HELCOM/IBSFC Seminar on Fisheries Issues and Environmental protection in the Baltic Sea (Gdynia, Poland 20-21 February 2002). Effects due to removal of the main target species including fisheries for reduction purposes.
- Joint HELCOM/IBSFC Seminar on Fisheries Issues and Environmental protection in the Baltic Sea (Gdynia, Poland 20-21 February 2002). Effects due to by-catch and discard of non-target fish species and marine mammals.
- IBSFC Working Group on Long-term Management Strategies for Baltic Cod, Herring, and Sprat, Krakow, Poland 26-28 June 2002.
- NEAFC Annual Meeting, London 11-15 Nov. 2002. Presenting the ICES advice on fisheries management to NEAFC.
- Meeting of directors of European Marine Biology Science institutes in Barcelona, 24-26 January 2003. EFARO. [EFARO is an association composed by the Directors of the main European Research Institute involved in the Fisheries and Aquaculture research and the Directorate General "Fish" of the European Union]. The ICES experience in international databases on fisheries biology.
- North Sea Commission Fisheries Partnership meeting in Newcastle 20-21 Feb. 2003. Future co-operation between NSCFP and ICES.
- NEAFC Extraordinary Meeting, London 14-15 May 2003. Representing ICES.
- EFARO Workshop. How can otolith research contribute at improving fisheries sciences? Brest, France, 2-4 December 2004.
- GFCM SAC Meeting on Stock Assessment Methodology Permanent Working Group and Workshop on Black Sea Assessments of Pelagic and Demersal Fish Stocks. Istanbul, 8-10 March 2006. The Ecosystem Approach in fisheries management: ICES strategies for implementation.

- Mediterranean Action Plan. Draft road map for the application of the ecosystem approach by MAP. Athens 26-27 march 2006. The application of the ecosystem approach: sharing the ICES experience.
- Requirements and data needs to develop assessments of marine ecological processes and biological elements. EEA – EMMA¹ Workshop. EEA headquarters, Copenhagen, 20–21 November 2006. Potential Indicators for Fish and Fisheries.
- Baltic cod – status, management and challenges. Strategic Workshop, Ngo Work With Fisheries In The Baltic Sea. Hel Marine Station, Hel, Poland. 28-29 August 2007.
- Results of the Galathea 3 Eel project in the Sargasso Sea, spring 2007. ICES Diadromous Fish Committee, Helsinki, Finland. 19 September 2007.
- Conference on eel, Danish Technical University, Copenhagen, November 2008. Title of presentation: “Status of the European eel stocks”.
- Conference “Linking Science and Management in The Baltic Sea Ecoregion” DIA, Copenhagen, September 2009. Title of presentation: “Status of Baltic Fish Stocks”.
- Inter-RAC Conference “Decision-Making within a reformed Common Fisheries Policy” Hosted by Marine Scotland and jointly funded by Marine Scotland and DEFRA Merchants Hall, Edinburgh, Scotland 3–4 November 2009. Future Needs for Expert Advice.
- Greenpeace Conference on certification of fish products. Copenhagen, 10 February 2010. Fishing methods and status of fish stocks. After the conference interview to DR (Danmark’s Radio) P1.
- The North Sea Regional Advisory Council EXCOM Meeting, Thermae Palace Hotel, Ostend, Belgium, 18 and 19 February 2010. The use of Fisher’s Survey in fish stock assessment.
- The Foundation Baltic Sea 2020 conference on the topic “What do we gain by establishing a non-discarding fishery in the Baltic?” Characteristics of Baltic fisheries in relation to discards. Dr. Henrik Sparholt, ICES Fisheries Assessment Scientist
- Swedish Board of Fisheries conference on “Design of a flagship project to ensure sustainable fisheries of Salmon in the Baltic Sea Region”. Helsinki 6-7th of October, HELCOM headquarters. ”The diversity in fishing patterns, users, and catches”.
- North East Atlantic Fisheries Commission. Annual Meeting. London November 12, 2010. “The ICES new form of advice based on the MSY concept”.
- HELCOM Fisheries/Environmental Forum. 5th Meeting, Helsinki 17 November 2010. “Eel management and scientific advice in the Baltic Sea.”

¹ European Marine Monitoring and Assessment informal Working Group

Annex 2. Miscellaneous merits.

1. Chairman of the ICES Working Group of Multispecies Assessment of Baltic Fish in the period 1987-1992.
2. Chairman of the ICES Study Group on Assessment-Related Research Activities Relevant for Baltic Fish (Exclusive Salmonids), 1995.
3. Referee at scientific journals ("Journal du Conseil", "DANA", "ICES Journal of Marine Science", "ICES Marine Science Symposia", "South African Journal of Marine Science", "Global Trends in Fisheries Management. Symposia. National Marine Fisheries Service Scientific Publications Office, Seattle", "Canadian Journal of Fisheries and Aquatic Science", "Archive of Fishery and Marine Research").
4. Member of the Steering Committee of the ICES Symposium on Multispecies Models Relevant to Management of Living Resources, held in den Haag, Netherlands,. 1989.
5. Member of the Planning Group for the ICES International Stomach Sampling Project 1991.
6. Danish alternate member of the ICES ACFM, which is the committee responsible for the ICES advises given from ICES working groups to management bodies.
7. Convener of ICES Theme Session on Evacuation Rates in Fish, 1990.
8. Scientist in charge on 8 cruises with the Danish research vessel R/V DANA.
9. Supervisor for Ph.D.-students from the University of Copenhagen and University of Kiel.
10. Member of selection boards for posts of senior scientist at several Danish research institutes, Autumn 1991 and Nov. 2002.
11. Member of evaluation board for "Lektor" ship (Assistant professor) at SUC (Southern Jutland University Center). Winther 1994/1995.
12. Member of the evaluation board of Norwegian Research Council 1997-2000.
13. Consultant scientist and co-producer on the production of a television program on the Baltic Sea 1990. A co-production between the Danish, Swedish, Finnish and German Television - a series of 6 half hour programs. I was involved in the planning, part of the program about the fish in the Baltic and Danish consultant on the entire program.
14. Interviewed in News Week in 1994 about the collapse of the Newfoundland cod stocks.

15. Several small interviews and conversations for Danish and foreign country radio and television stations about fisheries issues (1986-present).
16. Danmarks Radio 1. "Leksikon", a broadcast of 30 minutes interview about garfish biology. June 1996.
17. Danmarks Radio 1. "Principia", a broadcast of 1 hour interview about fisheries science in general. April 2001.
18. Danmarks Radio 1. "Principia", a broadcast of 15 minutes interview about eel biology and the stock situation. August 2001.
19. Member of Steering Group for Danish Research Project Fund (35 Million DDK over 2000-2005) in the field of fisheries management research.
20. Since 1992, I have represented ICES or the Secretariat in a large number of meetings in CWP (FAO), DG Fisheries (EC), FAO , HELCOM, IBSFC, NEAFC, OSPAR.
21. Member of evaluation team of project applications ("2000 call for proposals for data collection and study projects within the framework of the common fisheries policy") in EC DG Fish , Sept. 11-15, 2000.
22. Chairman of evaluation board for the job as Head of Institute of the Danish Institute for Fisheries research. July-August 2001.
23. Chairman of evaluation board for the job as Head of Institute of the Danish Institute for Fisheries research. October-November 2001.
24. Member of evaluation team of project applications ("Invitation to the evaluation of proposals submitted to KA 5 of the "Quality of Life and Management of Living Resources" RTD programme *Call for proposals n° QoL-2001-3 with deadline 18/10/2001*") in EC DG Fish , November 11-15, 2001.
25. External expert to AZTI (San Sebastian) within a study related to the Common Fisheries Policy under the AMI Reference No FISH/2000/AMI/RCFT 01 – Lot 2: Evaluation of biological data collected in the context of Member States' National Programs. December 2001, January 2002.
26. Member of evaluation board of Phd applicants for the SLIP project (a Danish network of fisheries science (see www.fishnet.dk). Spring 2002.
27. A 10 minutes interview in the Danish Radio P1 Morgenmagasinet 19/2 2002, together with Daniel Pauly, Canada, and Andrew Rosenberg, USA, both fisheries biologists, about the crises in demersal fish stocks in the North Atlantic.
28. Consultant on and interviewed for an article in Reader's Digest "Too many fishermen and too few fish" , issues in at least Dutch, Danish, Swedish, Finnish, German, and French during the winter 2001/2002.

29. Representing ICES together with ICES General Secretary, ICES Fisheries Adviser, the Chair of ICES Management Committee for the Advisory Process (MCAP) at a 1.5 hour meeting with the EC Commissioner Franz Fischler, accompanied by Ms Maja Kirchner, member of the Cabinet responsible for Fisheries and Mr Peter Stub-Jørgensen, Head of the EU Delegation in Copenhagen, as well as the Danish Minister of Food, Agriculture and Fisheries, Marianne Fischer-Boel. 1st July 2002.
30. Henrik Sparholt. 2002. Fisheries management: Need for restraint. Eurofish Magazine. August 4/2002. ISSN1020-9956.
31. Telephone interview to Tom Housden BBC News Online 28/8-2002 regarding the World Summit in South Africa about fisheries and the agreement on using marine protected areas as a management measure to protect fish stocks.
32. Interview to Sunday Herald 3rd Nov 2002 about the cod fishery in the North Sea and adjacent area and the recommended closure by ICES.
33. Interview with New York Time Paris correspondent 7th Nov 2002 about the cod fishery in the North Sea and adjacent area and the recommended closure by ICES.
34. Telephone interview with Kyle Stock from Bloomberg News, 19 Nov. 2002 about the cod fishery in the North Sea.
35. External expert to AZTI (San Sebastian) within a study related to the Common Fisheries Policy under the AMI Reference No FISH/2000/AMI/RCFT 01 – Lot 2: Evaluation of biological data collected in the context of Member States' National Programs. October-November 2002.
36. First opponent at a Dr.Scient defence of Geir Odd Johansen, (Thesis: “ The predator-prey interaction between Northeast Arctic cod (*Gadus morhua* L.) and juvenile herring (*Clupea harengus* L.) in the Barents Sea”) at the University of Bergen, 29 January 2003.
37. A two day course in the use of Powerpoint. eSys Danmark A/S.
38. TV interview in channel Tyne Tee in Northern England, about co-operation between fishermen and scientists. Newcastle 20 Feb. 2003.
39. A 10 minutes interview in the Danish Radio P1 Morgenmagasinet 20/5 2003, about the article in Nature 2003, Vol 243: 280-283 by Myers and Worm about Rapid Worldwide Depletion of Predatory Fish Communities.
40. Participating in a herring about the fishery in the Baltic in “Folketingets Fødevareudvalg” (the Danish Parliament’s standing committee on Food, Agriculture and Fishery) and contributing with a presentation: “Fishery in the Baltic – biology and strategy”, 24th August 2003.

41. External expert to AZTI (San Sebastian) within a study related to the Common Fisheries Policy under the AMI Reference No FISH/2000/AMI/RCFT 01 – Lot 2: Evaluation of biological data collected in the context of Member States' National Programs. October-November 2003.
42. Participating in an inquiry about the North Sea fishery crises conducted on behalf of the Scottish parliament by the Royal Society of Edinburgh. ICES Headquarters, 10 October 2003. Inquiry into the Future of the Scottish Fishing Industry. The Royal Society of Edinburgh. March 2004. ISBN: 0 902198 09 2.
43. Visit to Albion Fisheries Research Center, Mauritius. Presentation of ICES and discussion of fish stock assessment issues of mutual interest with key staff. Arranged with Dr. M. Munbodh, Chief fisheries Officer, and Dr. D. Norungee. December 2003.
44. Chair of South East Data, Assessment, and Review (SEDAR), 5, Review of King Mackerel Atlantic and Gulf of Mexico Migratory Units. South East Fisheries Science Center, Miami, Florida, USA, 5-8 April 2004. Contract under Center of Independent Experts (CIE).
45. Course in management: "Morgendagens Ledere. Fra know how to know why." Børsen and SAS Institute. Copenhagen 29 April 2004.
46. External expert to AZTI (San Sebastian) within a study related to the Common Fisheries Policy under the AMI Reference No FISH/2000/AMI/RCFT 01 – Lot 2: Evaluation of biological data collected in the context of Member States' National Programs. October-November 2004.
47. Course in Accounting. Danmarks Forvaltningshøjskole. 11-13 April 2005. Account theory, Accounts plans, Data discipline, control systems, and the new ABC (Activity based Costing) accounting principle in the Danish public service system. The ABC system should make the costing more transparent and more comparable to those used by private companies.
48. Course in management. "Morgendagens Ledere. Ledelse er en rejse, ikke en destination." Børsen and SAS Institute. Copenhagen 27 April 2005.
49. External expert to AZTI (San Sebastian) within a study related to the Common Fisheries Policy under the AMI Reference No FISH/2000/AMI/RCFT 01 – Lot 2: Evaluation of biological data collected in the context of Member States' National Programs. October-November 2005.
50. Oral presentation at the ICES Symposium on Fisheries Management, Galway Ireland, 26-29 June 2006.
51. Invited guest professor at the IOC World Maritime University, Sweden, FISHERIES DEVELOPMENT AND MANAGEMENT (ICOM 401) (2006), July 2006.

52. Member of evaluation board of senior scientist applicant for DIFRES June 2006.
53. Member of evaluation board of senior scientist and advisor applicants for DIFRES Autumn 2006.
54. External expert to AZTI (San Sebastian) within a study related to the Common Fisheries Policy under the AMI Reference No FISH/2000/AMI/RCFT 01 – Lot 2: Evaluation of biological data collected in the context of Member States' National Programs. October-November 2006.
55. External expert in EC evaluation of offers received in response to the open call for tenders FISH/2006/15 {REF FISH REG/A3(2006)D/11742}. November 2006.
56. Member of an evaluation board of a PhD degree applicant. University of Helsinki, Finland. March-April 2007.
57. Scientist in charge and project leader of the Galathea 3 Eel project in the Sargasso Sea, 22 March to 13 April 2007.
58. Lecturer at WMU 2007 Malmö, Sweden, in fisheries biology.
59. Member of review panel of fisheries assessment and management of red snapper, yellowfin grouper and queen conc fisheries in Puerto Rico. South East Data, Assessment, and Review, SEDAR. San Jose, Puerto Rico, 16-21 July 2007.
60. Member of Editorial Board of FishSource. FishSource is one of the key products being developed by the Sustainable Fisheries Partnership. FishSource is a database that enables wholesale purchasers and other market participants to assess the status and progress of fisheries whose products they may buy. FishSource contains concise reports on resource and management status, marine environmental protection, and efforts to improve management, enforcement and traceability. From September 2007 and onwards.
61. Opponent at a PhD thesis defense for Margit Eero, University of Southern Denmark, Faculty of Humanities. The title of the thesis was: "Dynamics of the eastern Baltic cod (*Gadus morhua*) stock in the 20th century under variable climate and anthropogenic forcing". August 2008.
62. Project leader for ICES Secretariat Evaluation of the EU member countries Eel Management Plans I, II and III. 2008-2010.
63. Member of the Swedish science funding agency FORMAS 2009-present.
64. External Independent Peer Review, Center for Independent Experts, SARC 49: Butterfish and Atlantic surfclam Benchmark Stock Assessments, November 30 to December 3 2009 NEFSC, Woods Hole, Massachusetts.

65. External evaluation all scientific staff at DTU AQUA in terms of new post structure. Member of a two person evaluation team. March to April 2010.
66. Member of evaluation board of senior scientist and advisor applicants for DTU AQUA Spring 2010.
67. Invited speaker at The Foundation Baltic Sea 2020 conference: “What do we gain by establishing a non-discarding fishery in the Baltic?” Topic of speak: Characteristics of Baltic fisheries in relation to discards. Dr. Henrik Sparholt, ICES Fisheries Assessment Scientist. 27 May 2010.
68. Censor at examine of course in Marine Fisheries Biology. DTU. June 2010.
69. Lecturer at course in Danida fellowship course in natural resources management for sustainable development. Copenhagen July 2010.
70. External Independent Peer Review, Center for Independent Experts, SEDAR 22: Gulf of Mexico yellowedge grouper and tilefish Review Workshop. Tampa, Florida, 14-17 February 2011.
71. Member of evaluation board of senior scientist and advisor applicants for DTU AQUA Spring 2011.
72. Censor at examine of course in Marine Fisheries Biology. DTU. June 2011.
73. Danmarks Radio 1. “Orienting”, a broadcast of 5 minutes interview about the mackerel “War” in the Northeast Atlantic. August 2011.
74. Chair of ICES scoping meeting for the WKMULTBAL (workshop for multispecies advice in the Baltic) December 2011, an ICES ACOM strategic initiative to progress ecosystem approach into the fisheries management advice.
75. Member of evaluation board of senior scientist and advisor applicants for DTU AQUA Winter 2012.
76. Censor at examine of course in Marine Fisheries Biology. DTU. June 2012.

Annex 3. Publications.

Peer reviewed publications:

1. Andersen, M.M., Riget, F.F., and **Sparholt, H.** 1984. A Modification of the Trent Index for use in Denmark. *Water Research*, 18:145-151.
2. **Sparholt, H.** 1985. The population, survival, growth, reproduction and food of arctic charr, Salvelinus alpinus (L.), in four unexploited lakes in Greenland. *J.Fish Biol.* 26:313-330.
3. **Sparholt, H.** 1989. A model for estimation of natural mortality rate, stock size and emigration of the Skagerrak-Kattegat and Western Baltic herring stocks, based on catch-at-age data, acoustic data, and young fish survey data. *Rapp. P.-v. Reun. int. Explor. Mer*, 190:261-270.
4. **Sparholt, H.** 1990. An Estimate of the total biomass of fish in the North Sea. *J. Cons. int. Explor. Mer*,46:200-210.
5. **Sparholt, H.** 1990. Improvements of the estimates of natural mortality rates of nine commercial important fish species included in the North Sea Multispecies VPA model. *J. Cons. int. Explor. Mer*,46:211-223.
6. **Sparholt, H.** 1990. A stochastic integrated VPA for herring in the Baltic Sea using acoustic estimates as auxiliary information for estimating natural mortality. *J. Cons. int. Explor. Mer*, 46:325-332.
7. **Sparholt, H.** 1991. Multispecies Assessment of Baltic Fish Stocks. *ICES mar. Sci. Symp.*, 193:64-79. 1991.
8. **Sparholt, H.** og Vinther, M. 1991. The biomass of the starry ray (Raja radiata) in the North Sea. *J. Cons. int. Explor. Mer*, 47:295-302.
9. **Sparholt, H.**, Aro, E. og Modin J. 1991. The spatial distribution of cod (Gadus morhua L.) in the Baltic Sea. *Dana*, 9:45-56.
10. **Sparholt, H.** og Jensen, I.B. 1992. The effect of cod predation on the weight-at-age of herring in the Baltic. *ICES mar. Sci. Symp.*, 195:488-491.
11. **Sparholt, H.** 1994. Fish Species Interactions in the Baltic. *Dana* 10:131-162.
12. **Sparholt, H.** 1995. Using the MSVPA model to estimate the right-hand side of the Ricker curve for cod in the Baltic. *ICES Journal of Marine Science*, 52:819-826.
13. **Sparholt, H.** (1996). Causal correlation between recruitment and spawning stock size of central Baltic cod. *ICES Journal of Marine Science*, 53: 771:779.

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