

## **Dr. Raymond Alfred @ Jenry**

No 43, Lorong Ujana 6, Kingfisher Ujana Park, 88400 Kota Kinabalu, Sabah, Malaysia.

Contact No: 013-896-8889 [Email: raymond\\_alfred@yahoo.com](mailto:raymond_alfred@yahoo.com)

## **Curriculum Vitae**

### **PERSONAL INFORMATION**

Identification Card No: 710125-12-5621  
Race: Kadazandusun  
Hometown: Tuaran, Sabah  
Nationality: Malaysian  
Date of Birth / Age: 25th January 1971 / 48  
Status: Married with One Daughter



### **ACADEMIC QUALIFICATION**

#### **Ph.D (Ecological Process) - 2014**

##### **Thesis: Species Ecology, Forest Inventory & Modeling**

Universiti Malaysia Sabah, Sabah, Malaysia.

Tun Zaki Award for the Best PhD Research Programme year 2014

Received Award from TYT for the Best Research Study in Sabah (2014)

#### **Masters in Environmental Management – 2000**

##### **Thesis: Application of GIS/Remote Sensing in Environmental Impact Assessment (EIA)**

Universiti Putra Malaysia, Serdang, Malaysia.

#### **B.Sc (Hons) in Surveying and mapping Sciences - 1997**

##### **Thesis : Impact of Land Policies Upon Indigenous People in Borneo**

University of East London, United Kingdom.

Second Upper Class

#### **Diploma in Land Survey**

##### **Land Law, Engineering Survey**

School of Geomatic and Engineering, MARA Institute, Shah Alam

### **OTHER PROFESSIONAL QUALIFICATION & MEMBERSHIP**

MSPO Auditor (2018)

MSPO SCCS (Supply Chain Certification Standard) Auditor

Lead Auditor (Quality, Safety & Health and Environment (Oil Palm and Forestry Sector)

Member of the IUCN Specialist Group (2006 – present);

Member of the Roundtable Sustainable Palm Oil (Since 2016);

Advisory Board for SGS Malaysia, International Certification body (2018 - present)

Key Technical Members in Peatland Forest Working Group-RSPO (Malaysia)

Integrated HCV-HCS Lead Assessor (October 2019) in the process of getting licence

High Carbon Stock Researcher/Field Assessor (2014)

High Conservation Value Forest Researcher/ Field Assessor (Since 2014)



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### **SUMMARY OF WORKING EXPERIENCE AND RESEARCH-BASED PROJECT IMPLEMENTATION**

I have more than 20 years' experience in the management, coordination, facilitation, certification and provision of the company's in-house advisory services on sustainability related matters, especially for the development and implementation of the company's business in oil palm and forest management.

I have also more than 10 years' experience in sustainability policy and objectives related to Assessment and Management of High Conservation Value, High Carbon Stock and Biodiversity related project/study for existing operations which includes environment, economic and social issues at 4 PTs, 4 Plasma and 1 POM in Indonesia and 86 estates, 44 outgrowers and 14 Mills in (Sabah, Sarawak and Peninsular Malaysia) Malaysia.

My experience include the preparing or developing landscape program with the aim to strengthening related human resource positions, including providing technical input to guide the existing subordinates to enable them to meet our sustainability commitments and milestones on compliance with the existing or applicable legal requirements (HCV, HCS, Biodiversity and Social Issues) and relevant sustainability certification system such as RSPO, MSPO, ISPO and ICSS. My latest involvement in HCV-HCS, Biodiversity and Social issues, with the aim to oversee and coordinate a certification process in

- Kalimantan estates and manage the on-going preparation (including any additional requirements) to comply with the mandatory ISPO and RSPO Certification process
- Sarawak estates and manage the on-going preparation (including any additional requirements) to comply with the mandatory MSPO Certification process.

I am also responsible to provide technical training and guidance in internal and external field assessments, verification and audits for following tasks (Refer to Scope of Expertise) including monitoring of sustainability threats and risks for internal communication, decision making and progress reporting.

### **SCOPE OF EXPERTISE**

Scope of expertise and research includes the following list of scopes, where the knowledge and expertise were gathered based on almost 20 years of experience working with forest-oil palm industries sustainability program and other forest and community related program.

- (1) Forest Inventory and Mapping
- (2) Preparation Sustainable Forest Management Plan
- (3) Health and Safety (including Risk Assessment) – Forestry and Oil Palm Sector
- (4) Biodiversity Survey and Habitat Assessment - Forestry and Oil Palm Sector
- (5) Social impact Assessment through Community Participatory Mapping in FMU
- (6) Environmental Impact Assessment using GIS/Remote Sensing as Tool
- (7) Peat Depth Profile Mapping and Drainability Study for Planning Replanting
- (8) Field and Landscape Survey for High Conservation Value Assessment in FMU
- (9) High Carbon Stock (HCS) Mapping and Assessment in FMU
- (10) Land Use Change Analyses (LUCA) Assessment and GHG Monitoring/Reporting System for Forestry and Oil Palm Sector

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- (11) Land Survey, Compensation and Boundary Demarcation Services
- (12) Estate Information System for Land Use Planning
- (13) Oil Palm Business Plan to Implement HCV, Peat and HCS mitigation measures
- (14) Community-based activities to support the plantation's CSR program
- (15) Social Performance Assessment and Management
- (16) Precision Farming and Agriculture Solutions using Automated Programmed System
- (17) New Planting Procedure and Management Plan for new Oil Palm Development
- (18) Resolution Plan for Customary Rights & Compensation Plan (Land Dispute Resolution)
- (17) Forest Disaster Management & Mitigation Measures Development (Flood and Fire Monitoring)

**TECHNICAL, RESEARCH AND MANAGEMENT ACHIEVEMENT**

Technical and Management Report submitted and published by relevant authorities.

1. GIS-ICT Real-Time Monitoring Procedure and Reporting system for Fire Prevention and Control Programme (Malaysia and Indonesia)
2. New Planting Procedure (HCV+HCV Integrated Management Plan) for PT. KPAM, Kalimantan (11,000 ha) – accepted by technical panels of RSPO on 14 May, 2018 and published in RSPO's website.
3. High Carbon Stock Assessment using the existing GIS-ICT related policies for PT. KPAM, Kalimantan (11,000 ha) to address the Climate Change Program - approved by HCS Secretariat Panels on 15 May, 2018 and published in HCS's Website.
4. Report on Sustainable Palm Oil Policy (Labor and Human Rights Monitoring System) Implementation in in Peninsular Region (March 2018).
5. Report on Sustainable Palm Oil Policy (Labor and Human Rights Monitoring System) Implementation in in Sabah Region (May 2018).
6. Report on Resolution Plan to resolve the Conflicts between Oil Palm Industry & Local Communities (April 2018).
7. Preparation of FMP for Deramakot FR, Ulu Segama Malua Forest Reserve

Other Technical Project that is currently in progress

- Prediction of oil palm yield using climate and plantation data using GeoSpatial Information System and ICT related data manipulation application,
- Developing relevant research program on Green House Gases (GHG) emission reduction plan and also establishing sufficient climate monitoring centers
- Developing ecological rehabilitation program and monitoring system using Spatial Information System in degraded ecosystem area (Malaysia and Indonesia), integrate with the existing community-based group
- Develop new standard method to assess the Drainability status of the peat ecosystem, working closely with the Federal Authorities.
- Developing empowerment program (link to alternative livelihood and sources of socio economic) for the Orang Asli and Local Community in Peninsular, Sabah and Sarawak to manage natural resources within the forest-oil palm landscape.

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**INVOLVEMENT IN BIODIVERSITY AND FORESTRY RELATED STUDY**

Appointed as State Expert (Fauna and Flora) in

- Sabah State Project Study to formulate Sabah State Biodiversity Policy 2018-2028;
- High Conservation Value Area/Forest Assessment Study in Plantation Landscape for (Tawau and Kinabatangan Region);
- The Proposed Oil Palm Plantation covering 4,046.96 Hectares within Coupe YT1/04(1), Kalabakan, District of Tawau, Sabah;
- Reassessment Report for the Proposed 7,076.48 Hectares Oil Palm Plantation Development within Coupe BW4/00(A), Kalabakan, Tawau;
- The Earthwork and Construction Activities for the Proposed Implementation of Pan Borneo Highway, Central Region Work Package WP28 – WP35 (172 KM), Districts of Ranau, Beluran and Sandakan, Sabah;
- The Proposed Quarry Operation on Phase 1 of PL.056290370 (Phase 1 - 71.48 Ha) at Banggi Island, Kudat District, Sabah;
- Projek Kajian Penyediaan Pelan Induk Pemantauan Kualiti Alam Sekitar Sabah;
- The Proposed Gold Mining (Phase 1) on CL. 105651438 at Mount Wullersdorf, Tawau, Sabah;
- Projek Kajian Penyediaan Pelan Tindakan Bagi Dasar Alam Sekitar Negeri Sabah;
- The Proposed Gold Mining (Phase 1) on CL. 105651438 at Mount Wullersdorf, Tawau, Sabah;
- The Proposed Oil Palm Plantation on 874.1 Hectares of FR.224104205, at Kg. Bombong, Kota Marudu, Sabah;
- The Proposed Integrated Mosaic Planting on 1,329.46 Hectares in Yayasan Sabah Concession Area (Block YT5/04), within part of Gunung Rara and Kalabakan Forest Reserves, Tongod and Tawau Districts, Sabah.

Key researcher and technical committee member for

- Re-establishment of Kinabatangan Mega Biodiversity Corridor, working closely with Felda Global Venture – Pontian United Plantation.
- Development and enhancement of Socio-Economic for the Seaweed Community in Semporna, Sabah, Malaysia (2016-2017);
- Technical Committee for the Preparation of the Forest management Plan for Ulu Segama Malua Forest Reserve;
- Technical Committee for Assessment of the High Conservation Value Forest in Ulu Segama Malua Forest Reserve;
- Technical Committee for Assessment of the High Conservation Value Forest in Segaliud Loan Forest Reserve.

**PUBLICATIONS (SCIENTIFIC RESEARCH PAPER)**

S.D. Gregory, B.W. Brook, B. Goossens, M. Ancrenaz, R. Alfred, L.N. Ambu, D.A. Fordham. (2013) “Long-Term Field Data and Climate-Habitat Models Show That Orangutan Persistence Depends on Effective Forest Management and Greenhouse Gas Mitigation” PLoS ONE (Impact Factor: 3.73). 01/2012; 7.

Raymond Alfred, Abd Hamid Ahmad, Laurentius Ambu, John Payne, Phua Mui How, Christy Williams and Benoit Gossen. (2012). Home Range and Ranging Behaviour of

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Bornean Elephant (*Elephas maximus borneensis*) Females. PLoS ONE, 10.1371/journal.pone.0031400

Raymond Alfred, Laurentius Ambu, Senthilvel K. S. S. Nathan and Benoit Goossens. (2011) Current Status of Asian Elephants in Borneo. *Gajah* 35 (2011) 29-35

Raymond Alfred, Sharon Koh, Lee Shan Khee, Rayner Alfred. (2010). The Importance of Maintaining a Proper Database on Forest Restoration Program for Orangutans in Borneo. *American Journal of Environmental Sciences* 6(2): 137-151, 2010.

Raymond Alfred, Sharon Koh, Lee Shan Khee, Rayner Alfred. (2010), Summarizing Spatial Distribution Density, Movement Patterns and Food Resources to Study the Impacts of Logging and Forest Conversion on Orangutan Population. *Journal of Biological Sciences. Science Publications.* 10 (2): 73-83, 2010

Raymond Alfred, Abd Hamid Ahmad, John Payne, Christy Williams & Laurentius Ambu (2010). Density and population estimation of the Borneo Elephants (*Elephas maximus borneensis*) in Sabah. *Online Journal of Biological Sciences, Science Publications.* 10 (2): 92-102, 2010

Reuben Clements, Darmaraj Mark Rayan, Abdul Wahab Ahmad Zafir, Arun Venkataraman, Raymond Alfred, Junaidi Payne, Laurentius Ambu and Dionysius Shankar Kumar Sharma. (2009). Trio under threat: can we secure the future of rhinos, elephants and tigers in Malaysia? *Biodiversity Conservation*, DOI 10.1007/s10531-009-9775-3

Raymond Alfred, A. Christy Williams, Jan Vertefeuille, John Payne, Patrick Andau, Laurentius Ambu, Symphorosa Sipangkui, Angela Lim. (2007) "Satellite Tracking of Borneo's Pygmy Elephants", WWF-International Publication Report

Prithiviraj Fernando, T. N. C. Vidya, John Payne, Michael Stuewe, Geoffrey Davison, Raymond Alfred, Patrick Andau, Edwin Bosi, Annelisa Kilbourn, Don J. Melnick (2003). "DNA Analysis Indicates That Asian Elephants Are Native to Borneo and Are Therefore a High Priority for Conservation", *Plos Biology*

**REVIEWER FOR PUBLISHED TECHNICAL PAPERS**

- Species Richness and Range Size of the Terrestrial Mammals of the World: Pattern and Mathematical Constraints by Jorge Soberón and Gerardo Ceballos (2010) PLoS ONE.
- AKDE home range size and habitat selection of Sumatran elephants. Carl Soulsbury, Australia Wildlife Research (2016)

**INVOLVEMENT IN DEVELOPING MODULES FOR CAPACITY BUILDING PROGRAMME**

(2016 - present) Developing Modules and Curriculum for Conservation & Environmental Sustainability Certificate Programme with UMS & Plantation Sectors.

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The Knowledge Discovery and Machine Learning (KDML-UMS) research group in UMS, especially and projects related to knowledge discovery and machine learning on Big Data. (2014-2015)

**PAPER PRESENTED IN INTERNATIONAL CONFERENCE**

SERI 2015 - World Conference on Ecological Restoration, Manchester, United Kingdom (23-27 August, 2015) Title of Paper: Planning the Forest Restoration Program using GIS-ICT based Tools in Forest-Oil Palm Landscape Ecosystem.

International Workshop on Orangutan Conservation, Bali, Indonesia (July 15-16, 2010) Title of Paper: Mapping the spatial distribution of orangutan in Sabah using latest GIS-IT based tools.

International Congress for Conservation Biology, Beijing, China (11-16 July, 2009) Title of Paper: The effect of Forest Habitat Fragmentation on Human and Elephant Conflict patterns.

SERI 2009 - World Conference on Ecological Restoration, Perth, Western Australia (23-27 August, 2009) Title of Paper: Planning the Forest Restoration Programme in Forest Management Plan, through building long-term database system for decision making tools.

Sampling Distance Seminar Workshop. St. Andrew University, Scotland (September, 2007) Title of Paper: Real-Time Monitoring Program. The use of ICT to identify the relationship between aerial survey and ground survey in determining orangutan density in the forest.

**CURRENT EMPLOYMENT (MAY 2019 – PRESENT)**

**Freelance National Expert (Supply and Business Chain, Oil Palm-Forest Landscape Approach, Biodiversity, Wildlife, Climate Change, Community Development, Certification), covering Malaysia and Indonesia landscape.**

**Chief Executive Officer for Allyssa Research Group Sdn. Bhd**

**PREVIOUS EMPLOYMENT**

**National Coordinator for Sustainability Programme (Malaysia and Indonesia) (January 2018 – May 2019) for IOI Group.**

Key Responsibilities as National Coordinator to:

- Formulate and drive the company's sustainability strategies and policies (in Oil Palm and Forest related landscape programme, including implementation of the Companies' Policies related to sustainable business and operation in 4 Regional areas namely (i) Sabah, (ii) Peninsular, (iii) Sarawak and (iv) Indonesia (Kalimantan)
- Ensure that the company's business and operation achieve full compliance with the sustainability standards and company's business goals (within the oil palm-landscape approach programme);
- Design and conduct internal audits to monitor compliance and identify improvements required to meet various sustainability standards;

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- Conduct High Carbon Stock-HCS, High Conservation Value-HCV, GHG Emission Reduction Plan, Peat Study and Forest Management Strategy and initiate Community Development and prepare Disputes Resolution Plan for community;
- Coordinate and work together with various business units and departments to implement the required sustainability standards and incorporate these requirements into their budget and human resource planning;
- Responsible for collation and compilation of sustainability data and information that are necessary to monitor the sustainability and conservation KPIs, produce sustainability reports and respond to requests for information from various stakeholders.
- Produce monthly workplans and activity reports for relevant department (Oil Palm – Forestry related industries);
- Engage with government representatives and other stakeholders on sustainability related issues as and when required;
- Ensure that company's estates activities are profitable and the assets are efficiently utilized in accordance with the company's sustainability objectives;
- Direct the company's estates planning activities and provide advices including overall guidance for the entire operation, in order to make sure the operation of the company is not affected by any suspension from the relevant certification initiatives.

**Project Manager (May 2014 – December 2017) attached the REDD+ European Union project on Tackling Climate Change through sustainable Forest Management and Community Engagement.**

**Head of Conservation and Research Programme (May 2010 – April 2014) for Borneo Conservation Trust.**

Key responsibilities;

- To formulate and develop the logical conservation strategy and related efforts within the Forest and Species framework and to ensure the strategy is comply and synchronize with conservation plans and action strategies to that of Sabah Wildlife Department's Conservation plan, such as Elephant Action Plan, Orang-utan Action Plan and Rhinoceros Action plan, including Biodiversity Conservation Plan in Sabah Development Corridor;
- To monitor, evaluate the outputs from the REDD+ European Union and BCT related programme towards achievement of performance indicators of conservation plans and action strategies; and to recommend any suitable approaches and efforts that could enhance or improve the achievement of the strategies;
- Providing effective leadership, expertise and technical support including supervision to the Research and Monitoring work, Restoration work and Enforcement work, and provide guideline to the implementation of Conservation Geographical Information System Unit (CGIS).
- To strategize on how the awareness and education programme could be enhanced among the key stakeholders as to enhance the effectiveness of the REDD+ European Union related conservation programme/activities, to support the achievement of the project's visions and goals
- Enhancing the fund-raising mechanism in community conservation projects by providing technical support and enhance co-operation with other NGOs and

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stakeholders, in order to ensure a strong financial support is secured from the private sector (international and national), governmental aid agencies, and other agencies.

**Senior Manager for Borneo Species Programme, WWF-Malaysia (May 2000 – April 2011)**

The main role is to ensure achievement of the objectives for WWF-Malaysia overall wildlife species works, and specifically that of the WWF-Malaysia Conservation Programme in Sabah and Sarawak, as the geographic scope of responsibilities of the Borneo Programme. Several projects (Natural Resource-based management programme) were initiated and completed as stated in the following.

1. Project Title: Restoration of orang-utan Habitat in Ulu Segama Malua Forest Reserves, Sabah. Goal: To support the Forest Management Plan Implementation and Securing the orang-utan Habitat in the Heart of Borneo, through the forest restoration programme, enforcement, development of wildlife tourism plan in Ulu Segama Malua FR, while monitoring the orang-utan population in the key habitats. Status : Completed (July 2007 – June 2010).
2. Project Title: Species Conservation in Sabah, Malaysia.  
Goal: To assist the implementation of the WWF Orang-utan Species Action Plan. Additionally, this project aims to ensure the long-term survival of the orang-utan in Sabah (Borneo). Status : Completed (Jan 2009 – June 2010).
3. Project Title: Orang-utans in the Heart of Borneo: Securing the Ulu Segama Malua Population in Sabah, Malaysia.  
Goal: To create conditions and policy support that will ensure retention of natural forest habitat and enhancement of forest quality in Ulu Segama Malua for orang-utan conservation by 2013, through forest restoration programme, orang-utan health study in North Ulu Segama, while monitoring the orang-utan population in the other key habitats.  
Status : Completed (July 2008 – June 2010).



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**Research Officer for INDEP (Indigenous Development Economic Progress). (Nov 1997 – April 2000)**

- The main role is to develop research proposal and implement activities that can enhance the socioeconomic of the local communities in Sabah.

**REFEREES**

1. Mr. Frederic Kugan  
Deputy Director,  
Sabah Forestry Department  
Sandakan, Sabah.
2. Dr. Sanath Kumaran  
Senior Manager, MPOCC (Malaysian Palm Oil Certification Council)  
15<sup>th</sup> Floor, Bangunan Getah Asli (Menara)  
148 Jalan Ampang, 50450 Kuala Lumpur, Malaysia  
Tel: +6012-397-2697  
[Email: sanath@mpocc.org.my](mailto:sanath@mpocc.org.my)
3. Datuk John Payne  
Executive Director  
PONGO Alliance  
Tel: +6019-860-2040  
[Email: sabahpayne@gmail.com](mailto:sabahpayne@gmail.com)