

Taryn M. Kong, Ph.D.

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Key strengths

- *Research and innovate.* My inter-disciplinary training enables me to innovate through lateral thinking to see complex issues more holistically through system thinking.
- *Project management.* I excel at transforming project ideas into practical steps and managing processes to deliver milestones on time and on budget.
- *Communication.* I am skilled at: a) tailoring my message to communicate with diverse audience; b) producing high-quality technical reports and academic paper; and c) effectively presenting at project meetings, stakeholder workshops and academic conferences.
- *Evaluation.* I adeptly apply and integrate quantitative and qualitative methods and analyses to evaluate processes, performance and environmental changes (e.g. financial audits, vegetation monitoring, vulnerability assessments and adaptation programs).
- *Cross-culture and language.* I am from a multi-cultural and language background with an extensive experience working in international, cross-cultural and developmental settings.

QUALIFICATION

University of Arizona , Tucson, AZ, USA	January 2013
Doctorate of Philosophy in Natural Resources Studies; Minor: Anthropology	4.0/4.0 GPA
Bernard M. Baruch College-CUNY , New York, NY, USA	May 2000
Bachelor of Business Administration in Accounting	3.96/4.0 GPA
Certified Public Accountant , New York, USA	2002

PROFESSIONAL EXPERIENCE

- 20 Apr 2018 - Present **Postdoctoral Fellow**, Commonwealth Scientific and Industrial Research Organisation, Brisbane, Australia.
- Operationalizing a research project to collaboratively develop Indigenous enterprises with three communities in northern Australia based on their land, water and other natural and cultural resources.
 - Coordinating with technical teams to undertake hydrogeological, geophysical and soil suitability assessments pertaining to enterprise potentials.
 - Creating investment prospectuses for the case study enterprises and co-authoring on manuscripts and a how-to guide on Indigenous entrepreneurship.
 - Support an Indigenous Steering Committee to explore enabling platforms and frameworks for Indigenous-led research projects and enterprises.
- 1 Mar 2015 - 15 Apr 2018 **Climate Change Research Associate**, previously *Systems and Climate Change Researcher*, Association for Water and Rural Development, Hoedspruit, South Africa. [The work was done for the Resilience in the Limpopo Basin-Olifants Catchment (RESILIM-O) Program funded by the USAID.]

- Establishing a learning network that aims at developing municipal capacity to include climate change consideration in disaster risk reduction through transformative social learning.
- Building climate literacy among stakeholders through designing a dialogical process and incorporating experiential learning.
- Interpreting and communicating downscaled climate projections.
- Conducted and reported on a systemic and collaborative vulnerability and risk assessment of the Olifants Catchment.
- Synthesized the discourse on climate change adaptation in National Communications and National Adaptation Program of Action, and institutional context for local and regional climate change adaptation.

15 Nov 2013 - 30 Sep 2014 **Short-Term Consultant**, *International Finance Corporation (IFC), Washington, D.C., USA.*

- Performed a review of the IFC's experience in developing 10 Pilot Program for Climate Resilience (PPCR) projects – totaled to \$57 million – in five Least Developed Countries.
- Authored a 56-page report summarizing the challenges of and lessons learned from using multi-donor funds to engage the private sector to invest in adaptation in Nepal, Bangladesh, Mozambique, Niger and Zambia.
- Assisted the Technical Expert and Agribusiness Coordinator to develop a proposal for the Niger Irrigation Program (a PPCR project to demonstrate the commercial viability of improved irrigation systems in Niger to enhance food security and climate resilience.)

25 Sep 2013 - 20 Jul 2014 **Climate Change and Environmental Consultant**, C4 EcoSolutions, Cape Town, Western Cape, South Africa.

- Coauthored a 205-page report on the barriers and opportunities to mobilize private investments in ecosystem services in the Western Cape, South Africa. [I led a team of three consultants to review existing projects and financing mechanisms that attract the private sector to fund the conservation or sustainable management of natural resources in the province. I also undertook an in-depth review of an investment opportunity in generating biofuels from invasive alien plants.]
- Assisted in preparing *Project Documents* for adaptation projects funded by the Least Developed Countries Fund and the Special Climate Change Fund in Myanmar, Samoa, Antigua and Barbuda. [The preparation included analysis of climate change impacts, vulnerability assessments and baseline projects. I also assisted in designing interventions to build climate resilience, *inter alia*, ecosystem-based adaptation, developing innovative finance mechanisms for adaptation, and integrating climate change consideration in agro-forestry.]

12 Aug 2011 - 31 Jan 2012 **Research Associate**, Institute of the Environment, University of Arizona, Tucson, AZ, United States.

- Conducted an assessment of potential impacts of climate change on water resources, human health, food security, ecosystems and water-energy nexus in Tucson based on literature review and interviews with climate experts.
- Co-authored a synthetic report summarizing the assessment in support of the city's adaptation planning.

16 Jul 2010 - 31 May 2011; 14 May 2012 - 13 Jun 2012 **Research Associate**, North-West University, Potchefstroom, North West, South Africa.

- Collaborated in a cross-cultural team of researchers to lead the implementation of an international research project, called PRACTICE, in two rural regions in South Africa.
- Successfully engaged 76 stakeholders from diverse socio-economic backgrounds to evaluate their land management practices.
- Published three peer-reviewed articles on rangeland monitoring and land degradation in South Africa based on qualitative and quantitative analyses.
- Presented study findings at project meetings, stakeholder workshops and academic conferences.
- Liaised in planning sessions between the Spanish project leader and the South African partners to clarify project objectives and methodology.

16 Aug 2007 - 15 Jul 2010 **Research Associate**, Office of Arid Lands Studies (2009-2010) and School of Natural Resources and the Environment (2007-2009), University of Arizona, Tucson, AZ, United States.

- Collaborated with scientists of multiple disciplines to develop a participatory evaluation of land management in 12 countries across five continents for the European-Commission project called PRACTICE.
- Coordinated the data-mining of multiple geospatial data for a soil erosion assessment and created maps of land management in the San Simon Watershed, Arizona, with Geographic Information System (GIS) software.
- Designed a revegetation experiment for mineland reclamation based on the results from a greenhouse experiment that I undertook and literature review.
- Conducted rangeland monitoring to assess the effects of herbicide treatment and trained student assistants on vegetation assessment methods.

26 Aug 2008 - 12 Dec 2008; 25 Sep 2009 - 11 Dec 2009 **Teaching Assistant**, University of Arizona, Tucson, AZ, United States.

- Prepared teaching materials and assisted with teaching to undergraduate and graduate students in the *Rangeland Inventory and Monitoring* and *Wildlife Conservation and Society* classes.

15 Sep 2006 - 31 Jan 2007 **Accounting Consultant**, ON24, Inc., San Francisco, CA, United States.

- Advised interim Chief Financial Officer (CFO) on and co-authored documentation of essential accounting policies and procedures for the company.
- Coordinated support documentation for two years of audit backlog.

- 4 Jan 2005 - **Senior Accountant**, Calypso Technology Inc., San Francisco, CA, United States.
31 Aug 2006
- Assisted the CFO and managers in defining selection criteria for new financial applications to accommodate >100% growth in revenue, and coordinated with managers and external consultants on the implementation.
 - Coordinated with accountants from six international subsidiaries to prepare financial statements for operations valued over \$33 million.
- 1 Apr 2004 - **Lead Auditor**, Neptune Orient Lines Limited, Oakland, CA, United States.
31 Dec 2004
- Led a team of three to conduct audits of the effectiveness of the financial administration at its largest shipping terminal in U.S. and of a \$165-million goodwill impairment.
 - Analyzed audit results to report and present findings and management recommendations to executives, operational managers and internal auditors.
 - Trained and supervised two junior auditors with no prior audit experience.
- 1 Sep 2000 - **Audit Senior**, Deloitte LLP, New York, NY, United States.
15 Nov 2003
- Planned and implemented time-critical financial audits for businesses of various sizes and industries including Fortune 500 companies.
 - Staffed audit teams with appropriate human resources, delegated tasks and supervised junior auditors to ensure timely completion and service excellence.

PEER-REVIEWED PUBLICATIONS AND TECHNICAL REPORTS

- Kong, T.M.**, Barber, M., Robinson, C. Taylor, A. *et al.* 2019. *Integrated assessment of regional case study assets and national Prescribed Body Corporate economic development needs and interests.* A progress report prepared for the Department of the Prime Minister and Cabinet, Canberra, Australia.
- Kong, T.M.** and Pollard, S. 2017. *Historical trends and climate projections for five local municipalities in the Olifants River Catchment.* A technical brief prepared for the Association for Water and Rural Development (AWARD). Hoedspruit, SA.
- Ocampo-Melgar, A., Orr, J.B., **Kong, T.M.** and Brandau, W. 2016. Breaking the mold: Integrating participatory environmental assessments and underlying narratives to expose differences in traditional stakeholder categories. *Journal of Arid Environments.* 124: 39-47.
- Kong, T.M.**, A. d. Villiers, K. Thomas and Pollard, S. 2016. *Climate Change Adaptation Options, Policies and Projects: A Review at Global, National and the Olifants Catchment Levels.* Association for Water and Rural Development (AWARD). Hoedspruit, South Africa.
- Kong, T.M.**, Marsh, S.E., van Rooyen, A.F., Kellner, K. and Orr, B.J. 2014. Assessing rangeland condition in the South African Kalahari Duneveld through local ecological knowledge of livestock farmers and remotely sensed data. *Journal of Arid Environments.* 113: 77-86.
- Kong, T.M.**, Kellner, K., Austin, D.E., Els, Y. and Orr, B.J. 2014. Enhancing participatory evaluation of land management through photo elicitation and photovoice. *Society and Natural Resources.* 1-18.

- Kong, T.M.**, Austin, D.E., Kellner, K. and Orr, B.J. 2014. The interplay of knowledge, attitude and practice of livestock farmers' land management against desertification in the South African Kalahari. *Journal of Arid Environments*. 105: 12-21.
- Dreber, N., **Kong, T.M.**, Kellner, K., Harmse, C.J., van Eeden, A. and Ocampo-Melgar, A. 2014. Towards Improved Decision-Making in Degraded Drylands of Southern Africa: an Indicator Based Assessment for Integrated Evaluation of Restoration and Management Actions in the Kalahari Rangelands. *Plant @ Risk*. 2(1): 21-28.
- Kong, T.M.**, A. Slaibi and A.J. Mills. 2014. *Pilot Program for Climate Resilience: Lessons Learned from Developing the PPCR Projects for the Private Sector*. Submitted to International Finance Corporation. Washington, D.C., United States.
- Turpie, J., A.J. Mills, **T.M. Kong** and C. Tacon. 2014. *Western Cape Eco-Invest Project. Phase I: A Preliminary Assessment of Priorities and Opportunities for Mobilising Private Sector Investment in the Western Cape's Natural Capital*. Submitted to Western Cape Government. EADP 14/2013.
- Fehmi, J. and **Kong, T.M.** 2012. Effects of soil type, rainfall, straw mulch, and fertilizer on semi-arid vegetation establishment, growth and diversity. *Ecological Engineering*. 44: 70-77.
- Garfin, G. and **T.M. Kong**. 2012. *Observed and Projected Climate Impacts for the City of Tucson*. A white paper submitted for Tucson Climate Impacts Study.

SELECTED PRESENTATIONS

- Kong, T.M.**, S. Pollard and A. de Villiers, 2017. Reimagining learning for integrating climate change into disaster risk reduction: RESILIM-O as a case. Adaptation Think Tank, May 30-31. Grahamstown, South Africa.
- Pollard, S., E. Rosenberg, C. Chikunda and **T.M. Kong**, 2017. From theory to practice: Resilience building experiences within a developmental context. Resilience for Development Colloquium, May 8-10, 2017, Johannesburg, South Africa.
- Kong, T.M.**, S. Pollard, J. Clifford-Holms, H. Retief and A. de Villiers, 2016. RESILIM-O: Building Resilience to Climate Change in the Olifants Catchment. Limpopo Climate Change Summit, June 9, 2016. Polokwane, South Africa.
- Pollard, S., H. Biggs, **T.M. Kong**, D. d. Toit, et al. 2015. Collaborative systemic inquiry as a critical component of social-ecological governance and resilience building. Southern African Programme on Ecosystem Change and Society, November 3-5, 2015. Stellenbosch, South Africa.
- Orr, B.J., **Kong, T.M.** and Kellner, K. 2015. Enhancing stakeholder participation in land-based adaptation to environmental change with photo elicitation and photovoice. European Geosciences Union General Assembly, April 13-17, 2015, Vienna, Austria.
- Kong, T.M.**, Kellner, K., Els, Y. and Westcott, M. 2011. Photovoice for Local Ecological Knowledge and Perceptions on Restoration and Management Practices and Assessment Indicators in the Kalahari. 4th Society of Ecological Restoration World Conference, August 21-25, 2011, Merida, Mexico.
- Kong, T.M.** and Fehmi, J.S. 2009. Interactive effects of straw mulch, soil texture, and precipitation on biomass and species diversity in a semi-desert grassland. 94th Ecological Society of America Annual Meeting, August 2-7, 2009, Albuquerque, NM, U.S.A.

SCHOLARSHIPS AND HONORS

- **Outstanding Dissertation Award** – one winner per year for the School of Natural Resources and the Environment at the University of Arizona, 2013.
- **Ervin H. Zube Scholarship** – outstanding interdisciplinary research, 2009-2010 and 2012.
- **P.E.O. Scholar Award** – merit and nomination based national scholarship, 2011-2012.
- **Science Foundation Arizona Graduate Research Fellowship** – full scholarship for top students accepted into a doctorate programme, 2007-2009.
- **Summa Cum Laude** – Bernard M. Baruch College-CUNY, 2000.
- **Presidential Scholarship** – full scholarship for top students at Bernard M. Baruch College-CUNY, 1995-2000.

COMPUTER AND LANGUAGE SKILLS

- **Qualitative analysis and statistic applications:** Atlas, NVivo, STATA and SPSS.
- **Geospatial applications:** ArcGIS, ERDAS Imagine, Google Earth.
- **Other computing applications:** MS Office (MS Word, MS Excel, MS PowerPoint), Google Sites, Drive, Calendar and Maps, Dropbox, Skype, Mac OS X, Windows, Oracle Financials and QuickBooks.
- **Languages:** English, Chinese dialects (Cantonese, Mandarin and Fuzhouese), proficient in French, familiar with Spanish.