

Curriculum Vitae



Leonor Galhardo

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E-mail: leonor.galhardo@gmail.com Nationality: Portuguese
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Family Status: Married to Humberto D. Rosa; mother of Maria Alexandra (b. 1997), and Humberto
(b.1999)

Work experience

Over 25 years of full time professional experience in the area of biology and animal welfare education; animal behaviour and welfare research and consultancy (since 1990). Specific areas of interest: welfare assessment of fish, zoo and aquaria animals' welfare and animal welfare education.

Dates	Since October, 2013 (ongoing)
Occupation or position held	Lecturer
Main activities and responsibilities	<ul style="list-style-type: none"> • Main curricular units: Psychobiology, Animal Welfare, Animal Ethics • Targets: Under, Post-graduate and Master Students of Psychology, Marine Biology, Assisted Therapies. • Director of a Post-Graduate Course on 'Applied Animal Behaviour and Animal Welfare'. <p>Other academic activities</p> <ul style="list-style-type: none"> • Member of the Ethics Committee at ISPA-IU research centre. • Coordination of the research project 'Behaviour of dogs and owners while visiting public exhibitions', Pavilhão do Conhecimento (since December 2017) • Supervision of post-graduate annual projects on zoo animal welfare and MSc. thesis on fish behaviour at ISPA-IU (until 2016)* • Experience as advisor and external examiner of MSc and PhD thesis in Veterinary and Biological Sciences for the topic animal welfare (ISPA-IU, Faculty of Veterinary Medicine, Lusofona University) • Peer-reviewing of research articles in the area of Animal Welfare (e.g. Atha Ethologica, PLoS One, Food Ethics, Nature).
Name and address of employer	ISPA-IU • Rua Jardim do Tabaco, 3 • 1149-041 Lisboa • Portugal
Type of business or sector	University Education

*detailed list available upon request

Dates Since May 2016 until now

Occupation or position held	Animal welfare consultant
Main activities and responsibilities	<ul style="list-style-type: none">• Exploratory studies and reports on the implementation of the European Elephant Sanctuary in Portugal in terms of health and animal welfare; accompaniment of related topics in meetings and discussions (since July 2016).*• Implementation of the Marine Strategy Framework Directive (MSFD), in relation to underwater noise (since March 2016)**• 'Sonic Sea', organization of a screening event followed by a round table with relevant representatives of the commercial navigation and the Director of the Sea Politics, Oceanarium of Lisbon (July 2017)**• 'Welfare of Aquatic Animals' – organisation and lecturing of the 3-days course at the Oceanarium of Geneve (November 2017)***
Name and address of employer	* PANGEA • 3 Grove House • Foundry • Lane Horsham West Sussex RH13 5PL UK ** IFAW-International Fund for Animal Welfare • 1 Boulevard Charlemagne Bte 72 • 1041-Brussels *** European Association of Zoos and Aquaria, Amsterdam, The Netherlands
Type of business or sector	Consultancy

Dates Between September 2013-December 2014

Occupation or position held	Animal welfare consultant
Main activities and responsibilities	Technical Team Leader, coordination of the Stakeholders Liaison Group, responsible for a stakeholders' survey, contribution as the author of the animal welfare section, liaison and coordination with the team members
Main achievements	Publication of the document: 'EU Zoos Directive Guidance & Best Practice' (European Commission 2015)
Name and address of employer	VetEffect • Rembrandtlaan 31 • 3723 BG Bilthoven • The Netherlands
Type of business or sector	Consultancy

Dates Between November 2012-February 2013

Occupation or position held	Animal welfare consultant
Main activities and responsibilities	<ul style="list-style-type: none">• CITES Conference of Parties 16, Bangkok: lobby work coordination in Portugal and Spain related to the placement of Polar Bear on CITES Appendix I. (March 2013)• Coordination of Polar Bear campaign work in Portugal and Spain for support.
Main achievements	<ul style="list-style-type: none">• The initial position of Portugal and Spain against placing the Polar Bear on CITES appendix I was changed to a neutral position, and both countries decided to align with other EU Member States at CoP with an open position.
Name and address of employer	IFAW-International Fund for Animal Welfare (Brussels office) • 1 Boulevard Charlemagne Bte 72 • 1041-Brussels • Belgium
Type of business or sector	Consultancy

Dates Between June 2011 – June 2012 (activity suspended due to a move to Belgium)

Occupation or position held	Post doctoral grant in Fish Welfare [Funded by FCT - SFRH/BPD/70192/2010]
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Main activities and responsibilities	<ul style="list-style-type: none"> • Scientific research on welfare of zebrafish (housing, handling and psychological stress). • Participation on the COPEWELL project – a new integrative framework for the study of fish welfare based on the concepts of allostasis, appraisal and coping styles, EU 7th Framework Programme, and respective international project meetings (Sept. 2011; Oct. 2012) • Other tasks: supervision of students' work, writing of grant proposals and fellowship applications, attending conferences and presenting communications, peer-reviewing of research articles (e.g. 'Animal Cognition', 'Applied Animal Behaviour Science' and 'Aquaculture'), preparation of scientific projects for ethical approval. • Member of the Scientific Committee of the National Congress of Ethology (April 2012).
Main achievements	<ul style="list-style-type: none"> • Publication of peer-reviewed articles (see attached for details) • Poster presentations in two international conferences (June and Sept. 2011) and one national conference (April 2012). • Approval of the Research Unit's projects by the Committee of Ethics of the Gulbenkian Science Institute, Oeiras.
Name and address of employer	ISPA-IU • Rua Jardim do Tabaco, 3 • 1149-041 Lisboa • Portugal / Gulbenkian Science Institute • Rua da Quinta Grande, 6 • 2780-156 Oeiras • Portugal
Type of business or sector	Life Sciences
Dates	Between July-December 2011
Occupation or position held	Animal Welfare Consultant
Main activities and responsibilities	Critical review of report on the EU Zoo Inquiry 2012, by Born Free Foundation.
Main achievements	Contribution for technical correction of the final version.
Name and address of employer	Born Free Foundation • 3 Grove House • Foundry • Lane Horsham West Sussex RH13 5PL UK
Type of business or sector	Consultancy
Dates	Since October, 2009-2013
Occupation or position held	Invited lecturer
Main activities and responsibilities	<ul style="list-style-type: none"> • Lectures of 'Psychobiology of Stress', 'Psychoneuroendocrinology' and 'Ethological Methods' at post-graduate level and practical tutorial teaching of 'Psychobiology of Motivation and Emotions'. • Director of a Post-Graduate Course on 'Applied Animal Behaviour and Animal Welfare', and lecturer of 'Introduction to Animal Welfare', 'Applied Ethology', 'Methods of Investigation in Animal Welfare', 'Wild Animal Welfare' and 'Animal Welfare Education'. • Supervision of post-graduate and MSc. projects on zoo animal welfare*.
*detailed list available upon request	
Main achievements	<ul style="list-style-type: none"> • Post-Graduate Course: increasing number of candidates per year; establishment of a network of animal-related institutions to support practical classes and projects; successful fundraising for course logistics; support from UFAW allowing application for animal welfare-oriented research grants.
Name and address of employer	ISPA-IU • Rua Jardim do Tabaco, 3 • 1149-041 Lisboa • Portugal
Type of business or sector	Higher Education
Dates	February, 2009 - June, 2011
Occupation or position held	Invited lecturer
Main activities and responsibilities	<ul style="list-style-type: none"> • Lectures of "Farm Animal Welfare" and 'Animal Ethics' at post-graduate level. • Examiner of MSc thesis on farm and companion animals' welfare.
Name and address of employer	Faculty of Veterinary Medicine, Lusofona University • Campo Grande 376 • 1749-024 Lisboa • Portugal
Type of business or sector	Higher Education
Dates	November, 2004 – November, 2008
Occupation or position held	PhD grant [Funded by: FCT – SFRH/BD/16162/2004]

Main activities and responsibilities	<ul style="list-style-type: none"> • Scientific research on welfare of a cichlid fish (<i>Oreochromis mossambicus</i>). • Participation on the International project: COST Action 867 on Welfare of Fish in European Aquaculture. • Attending conferences and presenting communications, peer-reviewing of research articles ('Acta Ethologica', 'Behaviour' and 'Journal of Ethology').
Main achievements	<ul style="list-style-type: none"> • Various peer-reviewed publications on fish motivation, stress and welfare*. • Organisation of a scientific workshop on welfare of aquatic animals (October, 2006). • Poster and oral communications in national and international conferences*.
*detailed list available upon request	
Name and address of employer	ISPA-IU • Rua Jardim do Tabaco, 3 • 1149-041 Lisboa • Portugal
Type of business or sector	Life Sciences

Dates January, 2005 – December, 2008

Occupation or position held	Animal Welfare Part-time Consultant
Main activities and responsibilities	<ul style="list-style-type: none"> • Implementation of the zoo legislation in the EU (e.g. participation in meetings, production of reports, document's review and opinion statements for competent authorities). • Monitoring and meetings in Spain to develop zoo directive implementation strategies (2005). • Promotion of the protection of circus animals. • Development of strategies for the enforcement of CITES, e.g. on the trade of wild animals as pets.
Main achievements	<ul style="list-style-type: none"> • Reports on the implementation of zoo legislation in EU members states; conformity study of national laws with the EU directive; guidelines for the evaluation of scientific and educational activities in zoos; study on problems and strategy for confiscated animals. • Report describing <i>in loco</i> evaluation of Portuguese zoos standards; successful lobby for guidelines on scientific and educational criteria (achieved in 2006) and of a strategy for confiscated animals (achieved in 2009). • Report analysing MS circuses legislation, with recommendations related to EU rules and controls; monitoring of certificates for travelling exhibitions in Portugal. • Eurogroup recommendations on circuses influenced Portuguese legislation published in 2009, where chimpanzees became forbidden. • Strategic paper on the reduction of wild animals traded as pets.
Name and address of employer	Eurogroup for Animals • 6 rue des Patriotes • 1000 Brussels • Belgium
Type of business or sector	International NGO

Dates January, 2000 - December, 2004

Occupation or position held	Animal Welfare Full-time Consultant
Main activities and responsibilities	<ul style="list-style-type: none"> • Coordination of Eurogroup campaigns at national level. • Promotion of the implementation of zoo legislation in Portugal. • Lobby activities in the European Parliament, National Parliament, Government, Public Administration and Technical levels. • Production of reports and briefings on specific issues. • Liaison with Portuguese Member Organisation and other NGOs. • Contacts with the media (press releases, interviews, newspaper articles, etc.). • Participation in relevant Eurogroup and other international meetings, workshops and public events. • Organisation and lecturing in numerous short courses on animal welfare for teachers of secondary schools, vets, official inspectors, and general public (2000-2003).

Main achievements	<ul style="list-style-type: none"> • Successful coordination of the rescue operation of a chimpanzee (Donkey), received by Stichting Aap (NL). This action contributed to uncover failures and improve CITES enforcement in Portugal (2000). • Successful coordination of an international campaign to prevent the import of 6 wild-caught dolphins. The animals were not imported and the national CITES office changed its dolphins import permit policy (2001). • Coordination of campaigns on cosmetics (2000), sow stalls (2001), and live animals transport (2003), with high success in terms of raising public and policy makers' awareness, as evaluated by the press outcome and number of political meetings and discussions held as a consequence. Less successful in terms of some final political decisions at EU level. • Main advisor, with high input level, for the zoo directive transposition; evaluation of national zoos standards; courses for inspectors and zoo staff; development of zoo guidelines; production of a final report (2002-2003). • Technical and ethical input as a Member of the National Ethics Committee related to the Zoo legislation (2003-2008). • Production of technical reports, on demand, to assist in political and technical decisions (polar bears in circuses, pigeons as live targets, confiscated chimpanzees, badgers and bovine tuberculosis). • Two national-level meetings involving all Portuguese Animal Protection Organisations where national and EU issues were discussed as well as strategies for further cooperation among NGOs (2000; 2002). • Involvement in much increased public debate of animal welfare issues in the media, with a very relevant number of interviews and articles in newspapers, as well as participation in radio and TV programmes (1999-2004).
Name and address of employer	Eurogroup for Animal Welfare • 6 rue des Patriotes • 1000 Brussels • Belgium
Type of business or sector	International NGO
Dates	September, 1996 – January, 2000
Occupation or position held	Animal Welfare Technician
Main activities and responsibilities	<ul style="list-style-type: none"> • Characterisation and assessment of ostrich production in Portugal. • Characterisation of circuses activities and conditions in Portugal. • Assessment of the national zoos activities; proposal of zoo national legislation; inspectors evaluation of wild animal welfare in zoos. • Liaison with other official entities related to animal protection legislation.
Main achievements	<ul style="list-style-type: none"> • Report and VHS movie on ostrich production in Portugal. • Development of a registry for Portuguese circuses, their annual movements and main activities. • Development of a list of Portuguese zoos; drafting of a preliminary proposal of a zoo national legislation; development of strategies for the inspection of wild animal welfare in zoos.
Name and address of employer	General Direction of Veterinary, Ministry of Agriculture • Largo da Academia Nacional das Belas Artes, nº 2 • 1249-105 Lisboa • Portugal
Type of business or sector	Public Administration
Dates	September, 1989 – August, 1996
Occupation or position held	Biology Teacher (Permanent since 1990)
Main activities and responsibilities	<ul style="list-style-type: none"> • Teaching Biology and Ecology to 12-18 years old students. • Monitoring of specific classes and students with special needs, liaising with parents and the community, celebrating special events, creating specific activity and/or study groups, facilitating the communication and learning process through a variety of strategies. • Internship for teaching training (1989).
Main achievements	<ul style="list-style-type: none"> • Excellent relationship with students and very good educational success. • Contribution to the removal of intrusive experiments on live animals from a students' book on biology. • Publication of field protocols for sea coast classes in an educational journal (1989, Azores).
Name and address of employer	Various Secondary Schools (Azores and Lisbon), Ministry of Education
Type of business or sector	Basic and Secondary Education

Education and training

Dates 2010

Title of qualification awarded	Ph.D. – Animal Science
Principal subjects/occupational skills	<ul style="list-style-type: none"> • Main objectives of research: fish welfare assessment (behavioural indicators and motivation; cortisol patterns of variation) and fish psychological stress. • Thesis: “Fish welfare: behavioural, cognitive and physiological aspects in <i>Oreochromis mossambicus</i>”.
Organisation providing education	ISPA-IU • Rua Jardim do Tabaco, 3 • 1149-041 Lisbon • Portugal ICBAS, University of Oporto • Largo Prof. Abel Salazar, 2 • 4099-003 Oporto • Portugal

Dates 1993

Title of qualification awarded	M.Sc. – Applied Animal behaviour and Animal Welfare
Principal subjects/occupational skills	<ul style="list-style-type: none"> • Course covered a wide range of animal welfare conceptual and applied issues. • Thesis: “Behaviour of Bottlenose Dolphins in Two Dolphinaria”.
Organisation providing education	University of Edimburgh / School of Agriculture • Mayfield Road • Edimburgh, EH9 3JJ • Scotland, U.K.

Dates 1989

Title of qualification awarded	Undergraduate degree in Biology
Principal subjects/occupational skills	<ul style="list-style-type: none"> • Five year undergraduate programme, completed with an average of 15/20. • Curriculum covered a wide range of biology-related courses, chemistry, maths, geology and psychology. • Scientific project on: “Cetaceans occurring in the Azores followed by Studies of Whaling in the Azores”.
Organisation providing education	University of the Azores • Rua da Mãe de Deus • 9501 Ponta Delgada, Azores • Portugal

Publications* / Communications*

- Various peer reviewed publications on fish motivation, stress and welfare and on marine mammals (see attached for details).
- Other publications on animal protection and welfare, on marine mammals, opinion articles on animal protection and education (see attached for details).
- Technical reports and guidelines on wild animals in captivity related issues (for Eurogroup for Animals and the European Commission) (see attached for details) .
- Several communications on animal welfare, in particular in the areas of wild animals in zoos and fish welfare, in scientific national and international conferences; communications in technical/scientific meetings; and other talks in universities, secondary schools, etc.. Other issues addressed include applied ethology, animal ethics, wild animals’ welfare in circuses and as companion animals, marine mammals’ welfare, and human-animals interactions.

(*) Full list available upon request

Awards

- Germano da Fonseca Sacarrão Award (1997), Portuguese Association of Biologists, for the educational pack for children with the title “Of life and death of animals”.
- Fernando Pereira Honourable Mention of Environment (2001), Portuguese Confederation of Environmental Protection Associations, for the rescue operation of Donkey, the chimp.

Personal skills and competences

Mother tongue(s)

Portuguese

Other languages self-assessment

European level (*)

English

French

Spanish

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user
B1	Independent user	B2	Independent user	B1	Independent user	B1	Independent user	B2	Independent user
B1	Independent user	B2	Independent user	A2	Basic user	A1	Basic user	A1	Basic user

(*) [Common European Framework of Reference for Languages](#)

Other activities	<ul style="list-style-type: none"> • Participation in technical workshops, meetings and conferences related to welfare of zoo animals (e.g. 2nd Regional Workshop on Animal Welfare for Veterinary Practitioners, Barcelona, 1-2/12/11). • Attendance of events related to animal welfare education (e.g. 1st International Conference on Animal Welfare Education, Brussels, 1-2/10/10). • Participation in expert meetings on animal welfare and ethics (e.g. 'Fish welfare: the interplay between science and ethics', Utrecht University, 29-30/11/10). • Participation in scientific workshops in psychobiology (e.g. "Psychoneuroimmunology", ISPA-IU, Lisbon, 1-3/04/11). • Participation in the scientific mission for observation of sperm whales and other cetaceans on board of "Song of the Whale" (IFAW - 1990, 1991, 1995). • Member of Committees: Committee of Ethics and Accompaniment of Zoological Parks, General Direction of Veterinary (2003-2008); Executive Committee of Eurogroup for Animal Welfare (2001-2003); Committee of Ethics and Professional Deontology, Portuguese Association of Biologists (1994-1998).
Other skills and competences	<ul style="list-style-type: none"> • Good social, communication and team coordination skills. • Training courses on communication techniques, coaching, campaigning and lobbying. • Experience in events' organisation and short courses. • Computer skills: proficient user of Microsoft Office software, Outlook, Endnote9 and Mendeley (references management), Statistica, Observer and Ethovision (Noldus software for behavioural observations and analysis). Training courses on data analysis, statistics and use of related software. • Course on scientific illustration with Pedro Salgado (Associação Portuguesa de Biólogos, 1995). • Scuba diving certificate (Clube Naval de Ponta Delgada, 1989).
Other interests	<ul style="list-style-type: none"> • Voluntary work: <ul style="list-style-type: none"> • Coordination of a support group of parents with children and adolescents with Diabetes Type 1 ('Conversas entre pais', Associação Protetora dos Diabéticos de Portugal, since 2016) • Maintenance of elephants at the Elephant refugee/Wildlife Friends Foundation Thailand (one week, Petchaburi, Thailand, 2015) • Cleaning, building and accompaniment at an orphanage, near Singburi, Thailand (two weeks, 2015) • Yoga Instructor Course (200 hours, Yoga Spirit, recognised by the Yoga Alliance), completed in July 2019. • Additional interests: meditation, acting, painting and vegetarian cooking. Naturopathic medicine.

