



# EVOLVED

Research & Consulting

## COMPANY PROFILE 2024



# 1. Our company

# ABOUT

## OUR BUSINESS

Evolved Research and Consulting Ltd. (ERC) is an independent multidisciplinary consultancy founded in 2019 to support the United Nations Sustainable Development Goals. Our core offer is a high degree of academic and technical proficiency in ideation, research and planning.

We are an expanding company with a diverse portfolio of projects built on the teams extensive experience of international and multi-partner project development and facilitation.

We are passionate about protecting the environment and have a wealth of professional experience across a range of sectors, specialising in:

- Plastics, pollution and the circular economy.
- ICZM, ocean governance and marine planning.
- Climate change and environmental sustainability.
- Environmental education and capacity building.

We offer a wide range of services relating to environmental risk and anthropogenic impacts; biodiversity and ecosystem health; natural capital; climate change management strategies; carbon footprinting; the circular economy; sustainable consumption and production (plastics and composites); and behaviour change. ERC are also highly experienced in carrying out programme management work and delivering transdisciplinary evaluations of policies, programmes and projects with respect to a range of key sustainability issues.

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## OUR OFFER

ERC offer focused environmental research and consulting services. We can provide a range of services including research, strategy and planning, stakeholder engagement, partnership development, training, monitoring and evaluation.





# 2. About us

# OUR SKILLS & STRENGTHS

We have a strong set of skills relating to the design, collection and analysis of both quantitative and qualitative data with capability in the use of indicators, specialist statistical packages and techniques such as value chain analysis, life cycle and material flow analysis (MFA), ecological and carbon footprinting, modelling and geographic information systems (GIS).

We have strengths in international and multi-partner project development and facilitation, as well as policy, project and programme development and evaluation, stakeholder engagement, project management and coordination, research and the delivery and design of training and events.

Our reputation relies upon honest, pragmatic advice, and the delivery of reliable, timely and quality services. Our small team means that we can develop a close working relationship with clients which ensures we fully understand and meet the client's needs.



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# OUR TEAM

ERC is made up of a small and growing group of professionals with many years of experience. We share a common background in marine and environmental management, including previous roles with government agencies, local government and academia. Each member of the team has distinct areas of focus based on their practical and research expertise.



## PROFESSOR ANTHONY GALLAGHER

As founder and Managing Director of ERC, Anthony has over 25 years experience in marine environmental science and management encompassing both an academic and professional career, much of which has focussed on the assessment and evaluation of anthropogenic impacts in the marine environment, as well as the development and facilitation of marine planning and the sustainable management of marine resources.

Anthony has led numerous large and complex multi-partner projects for national and international clients bringing together policy makers, regulators, scientists, and users of the sea to find solutions that deliver a sustainable Blue Economy.

Anthony is passionate about finding solutions to the problem of marine plastics and delivering sustainable options for a circular economy and has led numerous projects in this field including for the World Bank in South Asia. Anthony has extensive experience of stakeholder engagement, partnership working and marine planning and chairs the Clyde Marine Planning Partnership.



## RACHAEL GALLAGHER

Rachael has 25 years expertise in coastal zone management, marine spatial planning, Marine Protected Areas, and National Parks in the UK. Having previously held positions with UK government agencies (NE) and local government (LA's and New Forest NPA) Rachael has led and managed numerous successful complex projects with multiple partners and stakeholder groups. She has designed and implemented strategies, plans and activities to sustainably and effectively balance economic and social activity against the need to safeguard the environment.

Since joining ERC in 2021, Rachael has worked on various UK and global contracts, excelling in project management, outreach and interpretation, stakeholder engagement, evaluation, behaviour change, and data analysis.





## Duncan Craig

Duncan has worked in a range of roles within the environment and international development sectors before joining ERC in 2022. He has experience of ALDFG and plastic waste management, stakeholder engagement and legal and institutional framework analysis. Duncan has strong quantitative skills, and is expert at developing Material Flow Analysis (MFA) to track the flow of plastic fishing gear and constructing models to estimate the volume of seafood waste generated across the seafood value chain. Having spent a period teaching at primary and secondary level, including a period as a Head of Geography, Duncan is also knowledgeable about the UK education system and environmental education.



## Dr Heidi Guille

Heidi is a marine ecologist and fisheries scientist with over a decade of experience advising UK Government bodies and marine stakeholders on UK and EU fisheries and marine conservation policy and regulations. Prior to joining ERC, Heidi was the Technical and then Managing Director of MacAlister Elliott and Partners, an international fisheries and aquaculture consultancy, where she designed, managed and delivered numerous projects across Europe, Africa, Asia, the Pacific and South Atlantic. Heidi has delivered evidence-based, pragmatic and best practice recommendations on how Governments, conservation bodies, development agencies and private businesses can improve policy, management, operations, infrastructure and supporting services to achieve sustainable resource exploitation.



## Tristan Stephens

Tristan is a multi-talented data visualisation and GIS expert with 25 years' experience in the private sector as a technical specialist in GIS, data and landscape visualisation. He has a wealth of experience working in multidisciplinary teams of ecologists, urban designers, landscape architects, architects, engineers, terrestrial and marine planning. Areas of expertise include data visualisation, 14 architectural visualisation, 3D modelling, photomontage, Computer Aided Design (CAD) and infographics.



# 3. What we do

# WHAT WE DO

## SPECIALIST SECTORS

ERC specialises in providing innovative ideation, research and planning in relation to marine planning and protection, water quality and marine plastics, solid waste management, the circular economy and climate change. ERC are also highly experienced in carrying out behavioural change work and delivering transdisciplinary evaluations of policies, programmes and projects with respect to a range of key sustainability and environmental issues. Our four key sectors are explored further in the following pages.

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# Plastics, pollution and the circular economy

ERC is a global leader in plastics pollution and the circular economy, having conducted numerous studies around the world on marine plastics, marine litter, oceanographic modelling, plastics life-cycle analysis, and the circular economy.

Projects have focused on the quantification and characterisation of marine plastics including the delivery of national baseline assessments of Abandoned, Lost and Discarded Fishing Gear (ALDFG). We also look at plastic value chain analysis and solutions to marine plastics through enabling a more circular economy and better waste management and are keen to develop practical solutions to the problem of marine plastics.

Key areas of work include:

- Marine plastics research and evaluation, quantification and characterisation.
- ALDFG including baseline assessments.
- Circularity assessment.
- Plastic value chain analysis.
- Life cycle and material flow analysis.
- Policy, project and programme development e.g. sustainable fisheries, aquaculture and plastic 3R strategy.
- Marine social science research and systems analysis.

## Case study: National baseline assessments of ALDFG in South Asia

ERC led the delivery of ALDFG baseline assessments on marine capture fisheries in 4 case study countries i.e. Bangladesh, Pakistan, Maldives and Sri Lanka. The aim was to design, implement and conduct national baseline assessments of ALDFG and to map spatial variation using “hot spot” analysis.

The approach involved conducting fisher surveys in each country involving a representative sample of fishers, addressing key data requirements and parameters aimed at delivering quantitative data on the life cycle of fishing gear including the amount lost as ALDFG, as well as the quantities repaired, recycled and disposed. Primary data collection was supplemented by stakeholder engagement. This work was published by the World Bank and was used as part of the negotiations for the Global Plastics Treaty during the INC-3 event in December 2023.



# ICZM, ocean governance and marine planning

ERC supports governments, NGOs, and industry in the development, implementation, and monitoring of effective, sustainable, and resilient marine policy and planning in order to support the United Nations Sustainable Development Goals (SDGs), particularly in relation to marine ecosystem health and the blue economy.

ERC have designed and developed a number of marine planning initiatives in the UK and internationally. We do this by drawing on our extensive knowledge of marine policy, technical expertise in integrated planning and management, and existing networks to facilitate strategic and meaningful engagement with critical decision-makers.

Key areas of work include:

- Ocean governance planning and evaluation.
- Policy, project and programme development e.g. ICZM strategy.
- Social science research and systems analysis.

## Case study: Kiritimati ocean governance master planning

ERC have developed an Ocean Governance Master Plan (OGMP) for Kiritimati Island, Republic of Kiribati in the Pacific Ocean. This has included extensive facilitation and stakeholder engagement to identify policy gaps and needs assessment informing the development of the plan. The OGMP provides a framework for the delivery of 'good' ocean governance and is meant as a practical plan which defines interventions and actions over a 15-year period, highlighting short (1-5 years), medium (5-10 years) and long-term (10 years +) actions.

ERC also produced an accompanying implementation plan which identifies resource implications and an indicative costing and developed Ocean Governance Training to support the OGMP process. This complements the development of a Marine Spatial Plan (MSP) by defining objectives and specifying a roadmap for the management of ocean resources e.g. sport fishing, moored vessel management, and aquaculture.



# Climate change and environmental sustainability

ERC provide expert advice and support to organisations, helping them to navigate the complex landscape of climate change, environmental and sustainability issues, assess and mitigate risk and develop sustainable practices.

Key areas of work include:

- Policy, project and programme development e.g. climate change management strategies.
- Climate adaptation and mitigation strategies.
- Natural capital.
- Carbon footprinting.
- Social science research and systems analysis.
- Evaluation of environmental and sustainability projects.
- Assessing environmental impacts.
- Sustainable and social responsibility.
- Resource management.

## Case study: Evaluation of District Level Licensing with Local Planning Authorities

ERC conducted an evaluation to review the effectiveness of the District Level Licensing (DLL) Scheme for Great Crested Newts focusing on the views of Local Planning Authorities (LPAs). The DLL Scheme was introduced by Natural England in 2019 as an innovative reform designed to produce better species outcomes whilst also delivering significant developer benefits including significant time savings and increased certainty of process. Natural England commissioned this work in order to better understand and evidence the ways in which DLL was currently working with LPAs that are signed up to the Scheme.

Data was collected through targeted engagement with LPA officers in development planning, development management and ecology. The final report detailed the responses to the evaluative questions including feedback and proposed recommendations to improve the Scheme which could make it fit for purpose, both for LPAs and developers.



# Environmental education and capacity building

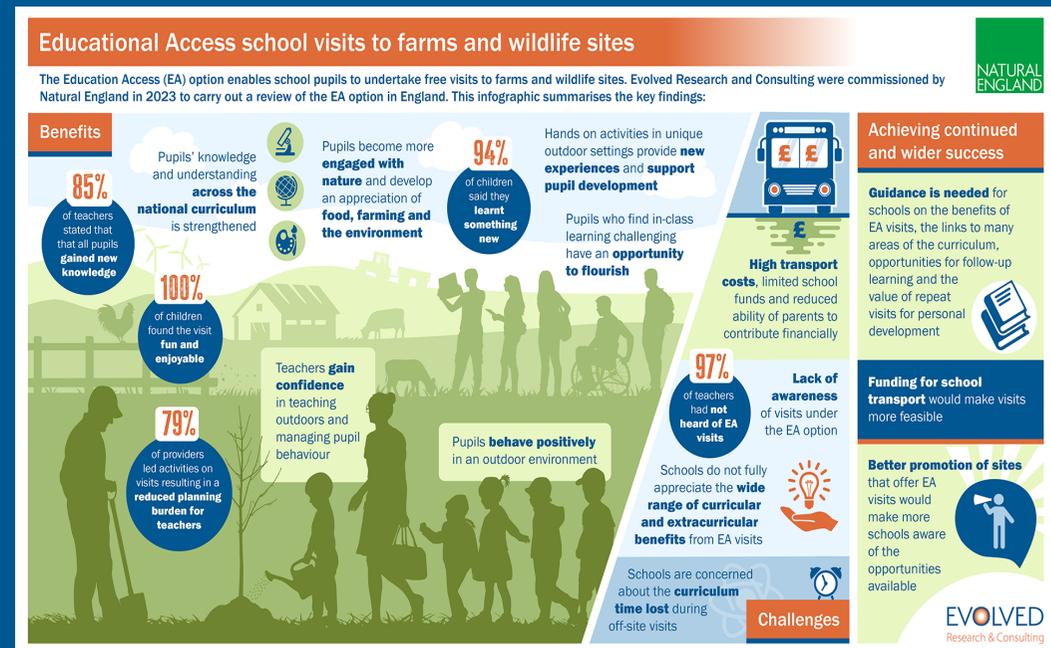
ERC have significant experience in environmental education and training with ongoing course currently offered through Chartered Institute of Ecology and Environmental Management (CIEEM) and Lloyds Maritime Academy. Key areas of work include:

- Evaluations of environmental programmes to assess their quality and effectiveness.
- Design and delivery of capacity building and training.
- Design and delivery of events.
- Development of educational programmes to support organisations to understand environmental issues and legislation .
- Social science research and systems analysis.

## Case study: Assessment of the Educational Access option

This research set out to review the current use of the Educational Access (EA) option of Defra's Countryside Stewardship schemes which enables farms or wildlife sites to open their sites to school pupils, with the aim of enabling students to explore 'the links between farming, conservation and food production, using the land as a classroom'. ERC were commissioned by Natural England to evaluate the current use of the EA option in England and to explore key issues in greater detail. The research addressed gaps in existing evidence through field observations, surveys and interviews with teachers, and observations and reflective discussions with pupils during farm visits.

The research found a variety of benefits for pupils and teachers, for example they provide unique learning spaces enabling pupils to experience new learning outside of the classroom, as well as undertaking hands-on, physical activities. It also found that there were a number of challenges and a series of recommendations are proposed to address these. The findings are summarised in the adjacent infographic.





# 4. How we work

# HOW WE WORK

## SERVICES WE PROVIDE

ERC uses an engaged and collaborative approach to provide a range of bespoke services. Following an initial scoping and needs assessment, these can be tailored to address the specific requirements of clients.

The nature of engagement will vary depending on the client needs with options ranging for example from initial strategic, process or policy reviews to richer and deeper relationships whereby ERC work alongside the client over the longer term to co-create targets and deliver change. We have a strong set of skills relating to the design, collection and analysis of both quantitative and qualitative data with capability in the use of indicators, specialist statistical packages and techniques such as life cycle analysis, value chain analysis, GIS, ecological and carbon foot printing, and modelling.

We offer a range of services:

- Research and surveys.
- Strategy and planning.
- Capacity-building and development.
- Development needs assessment.
- Stakeholder engagement and facilitation.
- Partnership development.
- Behaviour change.
- Training and events.
- Evaluation.
- Technical resources e.g. GIS.



# OUR CLIENTS

We have a track record of delivering high-profile projects nationally and globally to the public, private, and third sectors and have worked for a large variety of clients from international funding agencies and donors (i.e., World Bank) to national governments, and government agencies (Defra, Cefas, Natural England etc.) to academic and scientific institutions, and NGOs.

“ *At the World Bank we rely on and collaborate with experts daily to help us deliver the best results for our clients countries. What made ERC special to my work was the high quality work on plastic pollution and integrated coastal zone management. The assessments and strategy work done by ERC were data driven and comprehensive. I was able to easily integrate the work into my project.* ”



## CONTACT US



Evolved Research and Consulting Ltd, Heatherlands,  
Jordans Lane, Sway, Hampshire, SO41 6AR, UK



01590 681881



[info@evolvedresearch.co.uk](mailto:info@evolvedresearch.co.uk)



[www.evolvedresearch.co.uk](http://www.evolvedresearch.co.uk)

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