

# Oceans of Opportunities, Rivers of Ideas

## From Science to Policy: A Scientist/Administrator Experience



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# KMFRI -Mission

- To generate and disseminate scientific information
  - *sustainable utilization of marine and fisheries resources,*
  - development of strategic enterprises,
  - food security,
  - employment creation,
  - *conservation and restoration of the aquatic environment.*

# Researcher/Scientist

- Fisheries/Aquatic Biology
  - Lake Victoria
  - Lake Naivasha
  - Marine fisheries



Food chains/Ecology



Food and nutrition



Marine Fisheries



Fish biology & environment



# An administrator

Scientist/  
Administrator

- Director/CEO
- Kenya Marine & Fisheries Res. Inst (KMFRI)- 2.5 yrs

## Work/job

- Influence by structures around me



My bosses- Chairman/  
Permanent Secretary



**VISIT KMFRI STAND AT MOMBASA INTERNATIONAL SHOW AT MKOMANI SHOWGROUNDS**

*Date: 29th - 2nd Sep, 2018*

**LEARN HOW OUR RESEARCH CONTRIBUTE TO THE BLUE ECONOMY AND THE BIG FOUR AGENDA**



→ *We are next to NSSF stand*



Stakeholders



Staff



Students

# KMFRI-from Science to Policy

*Conversion of hard science to reader friendly docs*

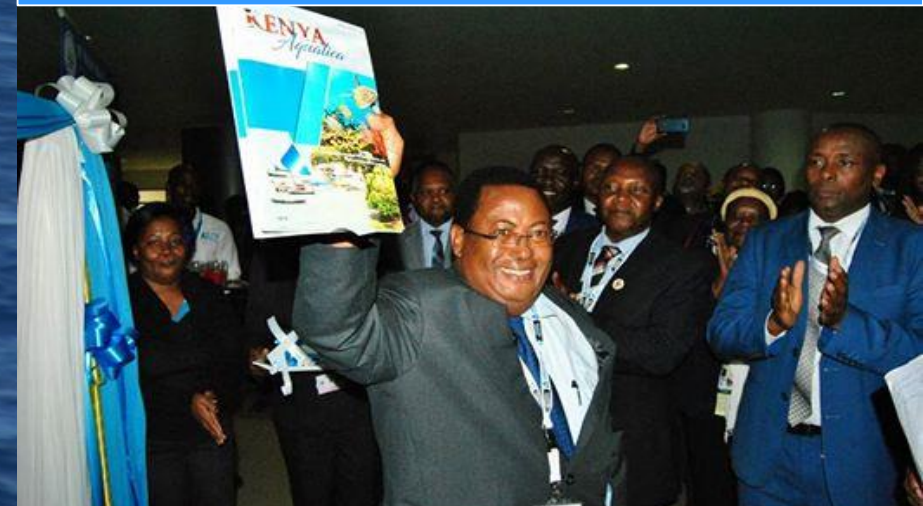
- RV Mtafiti Book
- Kenya Aquatica Journal
  - Contributions welcome
- Policy briefs
  - Mtafiti
  - Catch Assessment
  - others



RV Mtafiti policy brief



With PS- SDFA & BE- unrevealing Mtafiti Book



With Chairman- unrevealing KMFRI journal

# Shaping research agenda in Kenya

- Pivotal position as CEO
- Shaping Direction
  - Fisheries Research
  - Aquaculture research
- Resource allocation
- Modernized equipment/facilities
- Recruited new staff



RV Mtafiti- Indian Ocean



RV Uvumbuzi- Lake Victoria

# Belgium and Kenya

- 1985-Kenya-Belgium Project in Marine Sciences' or KBP in 1985. -15 yrs
- Training- Many Kenyan scientists- MSc & PhDs
- Visitations: Belgian students & professors
- Prof. Van Speybroek and Prof. Nico Kodem
  - initiated the great work in Gazi research station
  - through the Mikoko Pamoja Project and other initiatives

# Belgium -Kenya

- In 2013, Belgian government through VLIZ & the Director Prof. Jan Mees, donated ZEELEEUW=RV Mtafiti
  - to transfer knowledge to a new generation of young Kenyans and Belgians
  - to create a new Kenya-Belgium marine science community.



# Belgium connection



Zeeleeuw- Sea Lion

- Research has somersaulted
- Government has created a fund- for research
- Purchased state art equipment

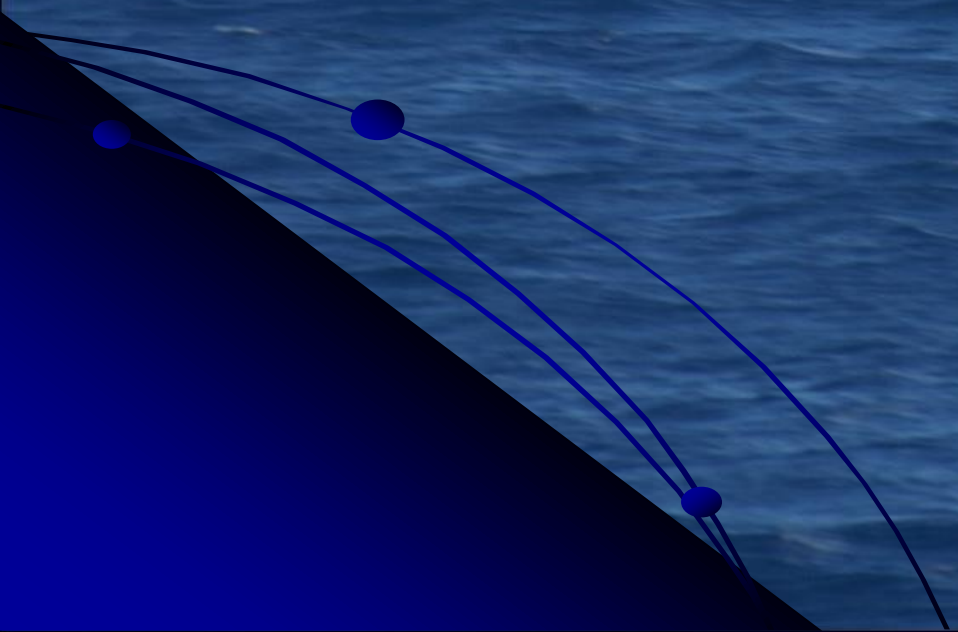


Zeeleeuw- now RV Mtafiti



President of Kenya (I)  
commissioning RV Mtafiti

I as a scientist



# Personal impact on policy or decision making

- Have over 80 publications
  - 25 as CEO in 2.5 yrs
  - Findings used on policy
    - Maturity of fish
    - Mesh size size regulations
- Supervising/graduating ( current 10)
  - Postgrads students
  - Their work used to shape policy

I NEVER  
**DREAMED**  
ABOUT  
**SUCCESS.**  
I WORKED  
FOR IT.

- Estee Lauder

# Projects won- 2018

- **Small Fish and Food Security: Towards innovative integration of fish in African food systems to improve nutrition- African Great Lakes Conservation Fund (AGLCF) Ksh 11 00 0000 (US \$ 110 000)**
- **Promoting Environmentally, Economically, and Socially Sustainable Cage Aquaculture (PESCA) on the African Great Lakes-- African Great Lakes Conservation Fund (AGLCF) - Ksh 11 00 0000 (US \$ 110 000)**
- **The African Center for Aquatic Research and Education (ACARE).** The Nature Conservancy and John D. and Catherine T. MacArthur Foundation's African Great Lakes Conservation Fund grant. **Ksh 11 00 0000 (US \$ 110 000)**- Great lakes- North America and East Africa- Kenya, Uganda and Tanzania-

# On going research

- **Small Fish and Food Security**

- EU/GOK funded project
- Ghana, Uganda, Sweden etc
- Teams??



Photo by Modesta Medard

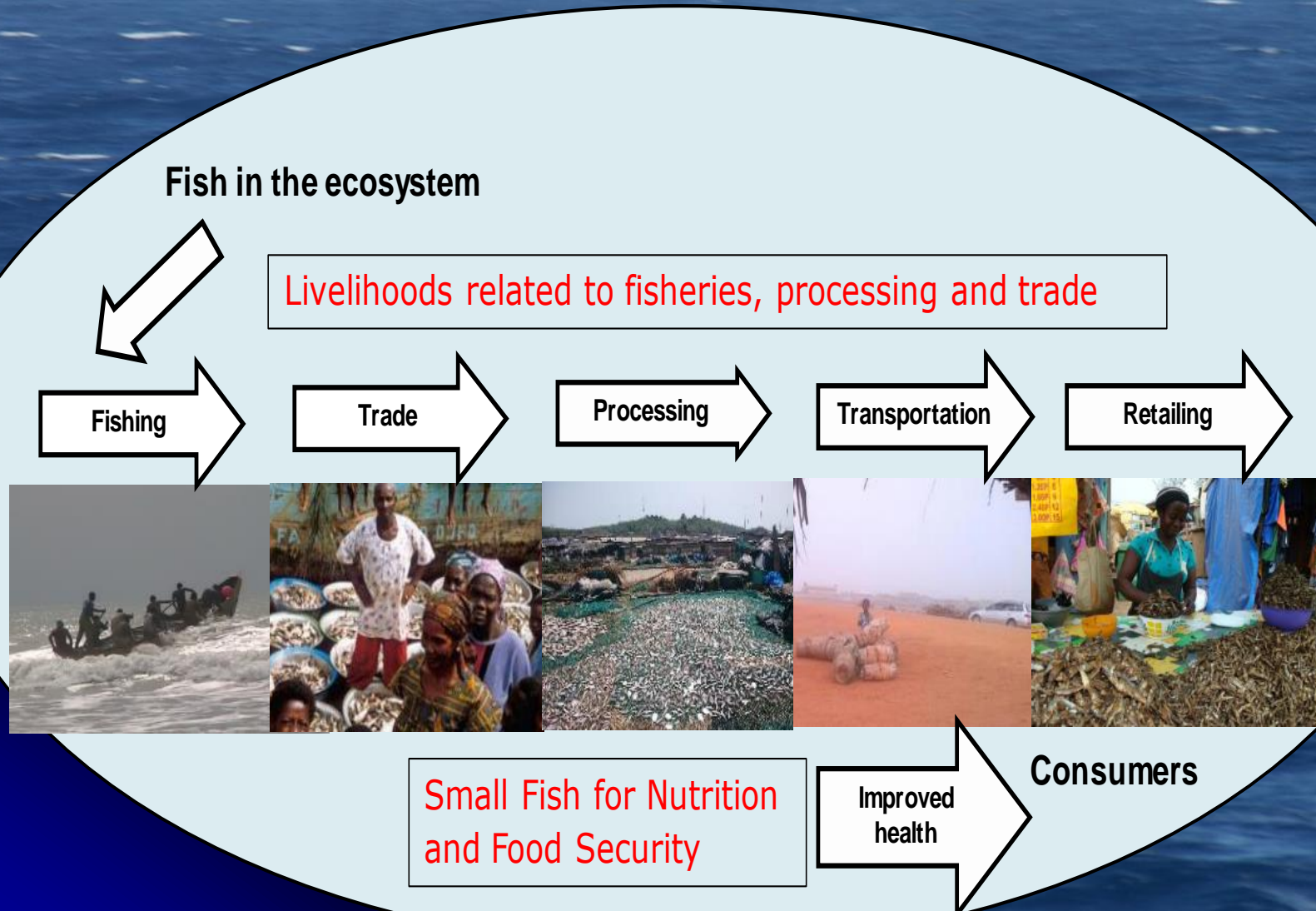


alamy stock photo



ADPY16  
www.alamy.com

# Chain of small pelagic fish



- Fish harvesting
- Processing and marketing
- Nutrition and food security
- Governance

# Training of young scientists in Belgium (VUB)



Motto

- *Scientia vincere tenebras*
- Or
- *Conquering darkness by science*



# Training in Belgium

- One of the Best training places in the world





# Graduation



# Individual graduate



# Reality



Give Me  
A Break!

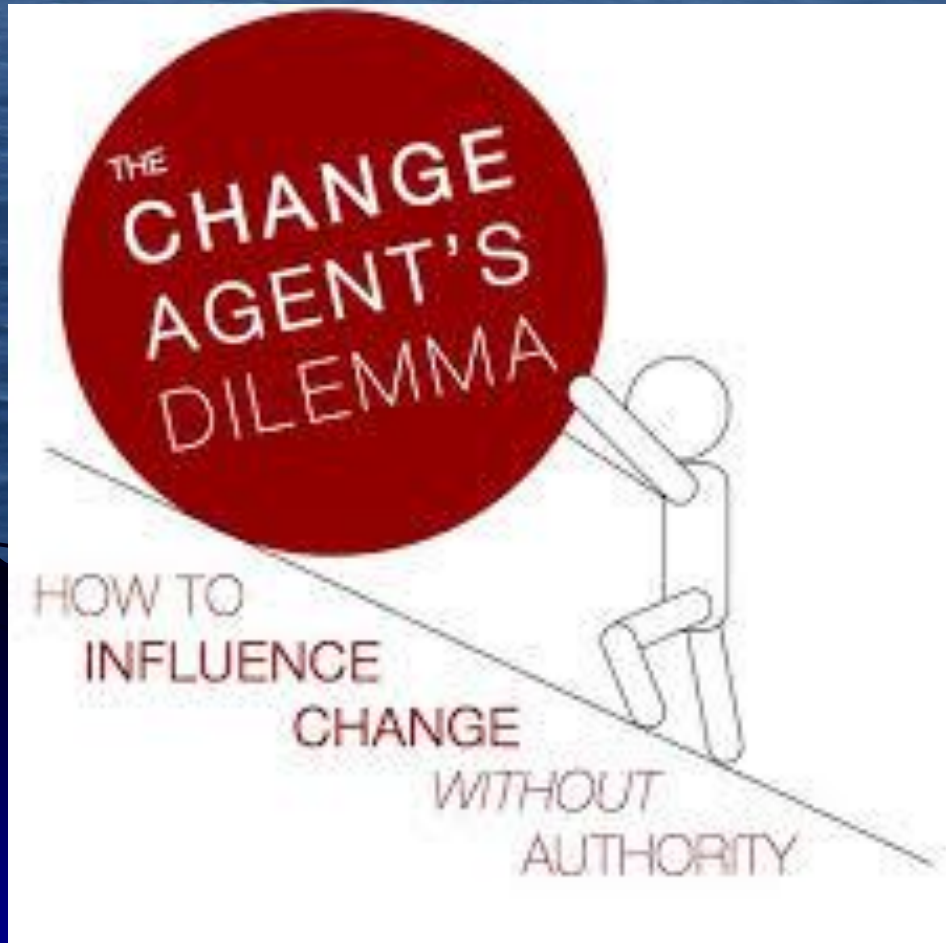
# Agent of Change??



How do you  
became unique?

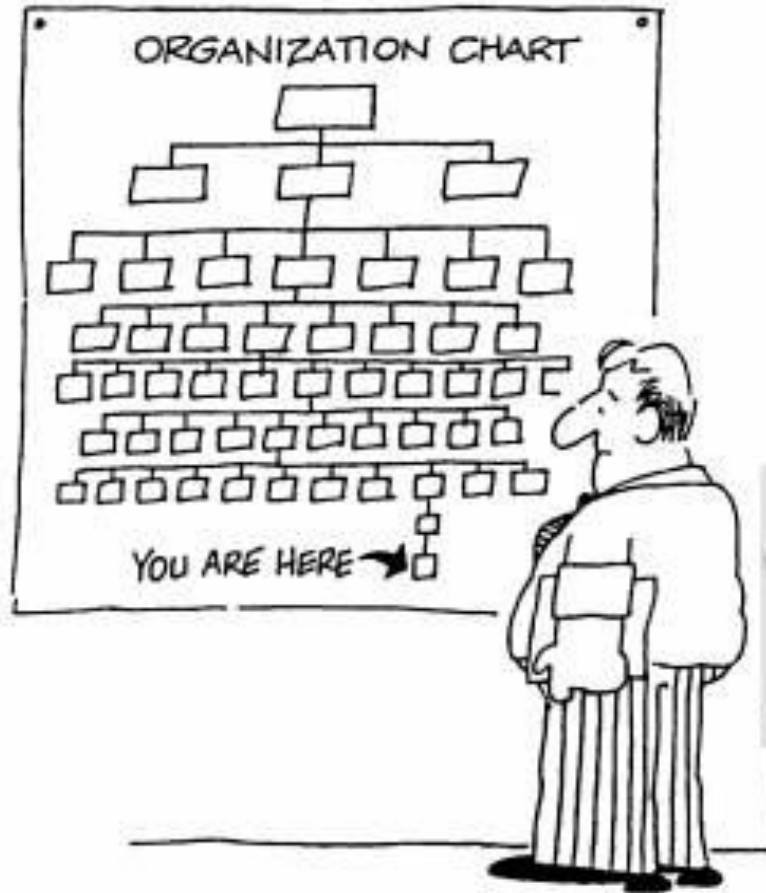


# Can young scientists make changes in policy?



- Young scientist  
*Lacks*
  - *authority*
  - *experience*
  - *linkages*
  - *everything!*

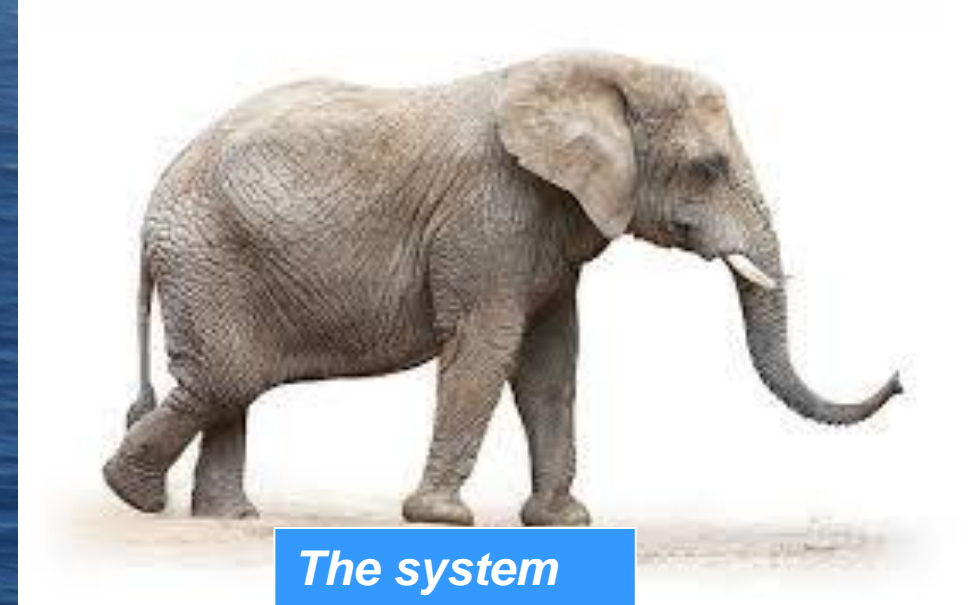
# Change is not easy



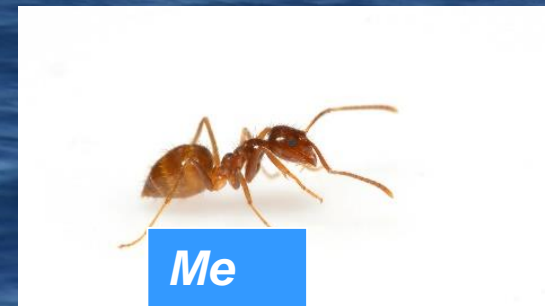
Who can really feel my presence?

Am I too low on the ladder!

Am I insignificant



*The system*

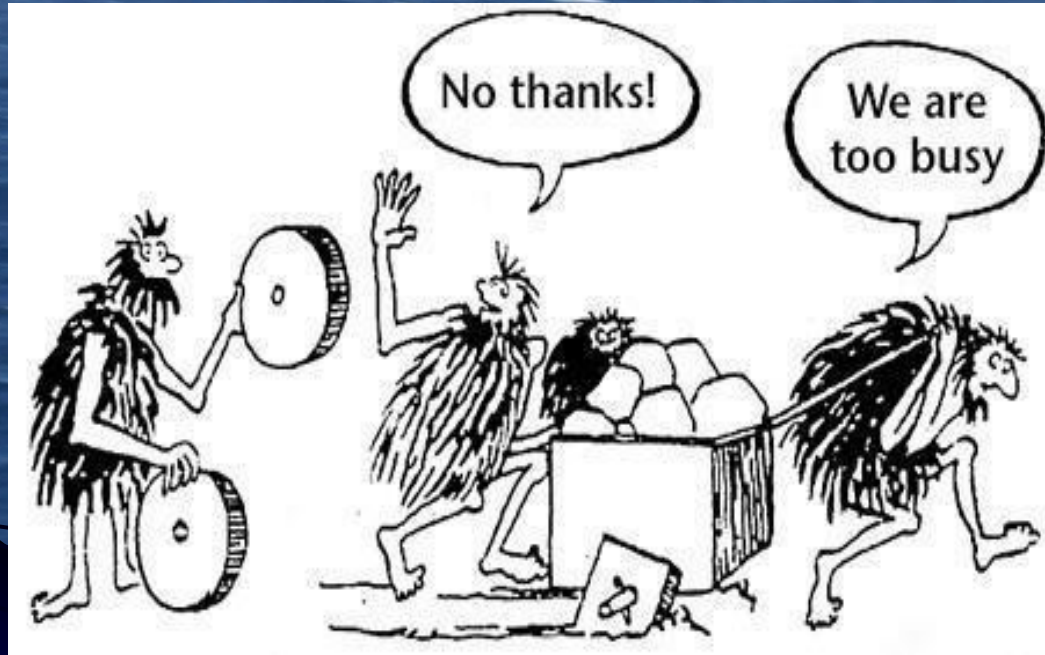


*Me*

*Ant vs Elephant Syndrome*



# Change is resisted

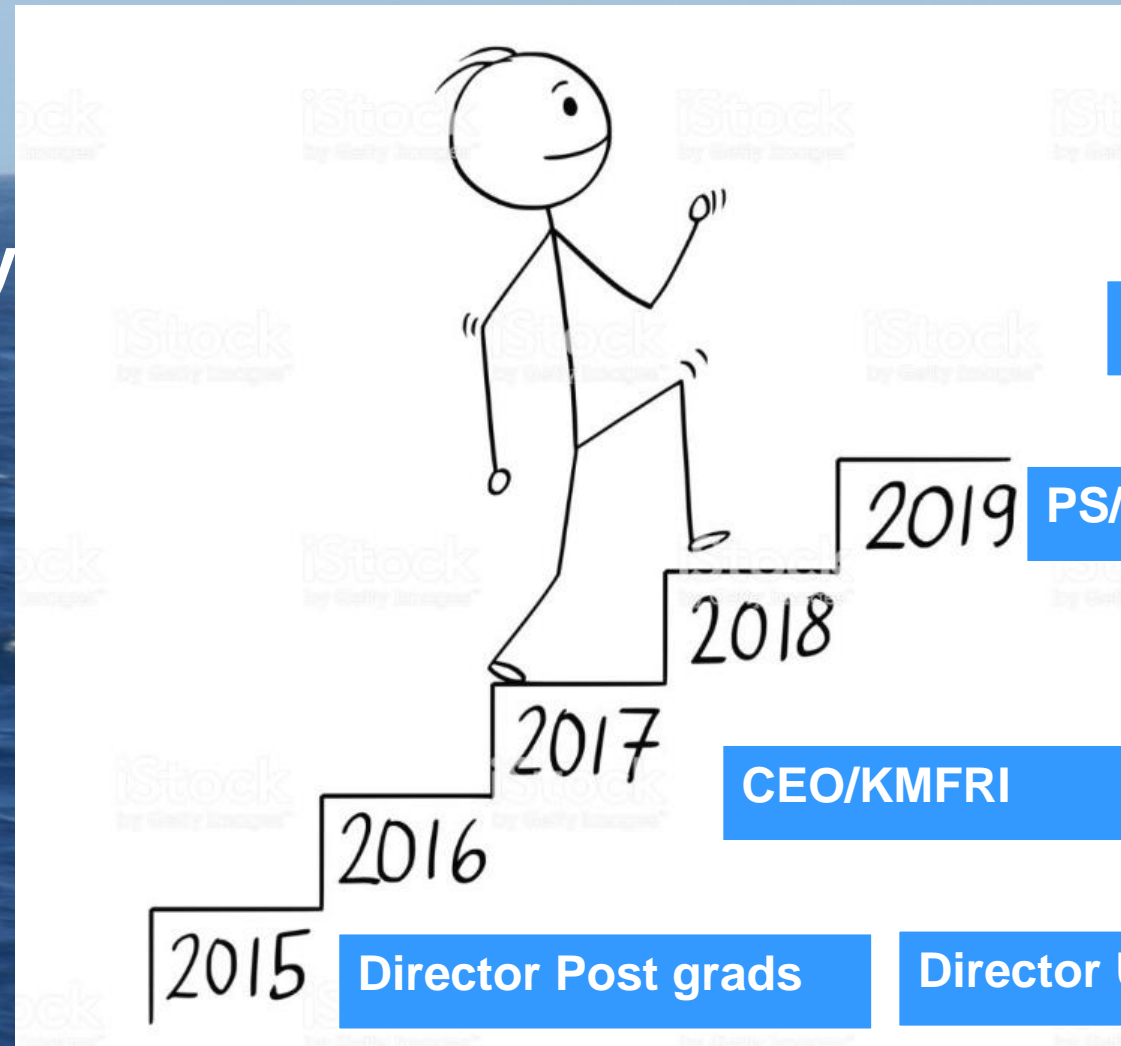


Status quo

**"You will be appointed principal of a school and you will resist change for your entire career."**

What has helped me most in developing my career

Lessons for young scientists



President??

2019 PS/Minister

2018 CEO/KMFRI

2017 Director Post grads

Director Under grads

2016 Associate Professor

2015 Senior Res./Lecturer

Junior Researcher



# What has helped me most- few tips for you



- *Positive attitude to my work*
- *Believing in self / Confidence*
- *Setting & achieving goals*
- *Persistence*
- *Being creative*
- *Open minded*
- *Passion for work*



# Positive attitude

- *Being positive*
- *Things are tough out there!*



# Believe in self

You have the capacity to succeed

- ❖ Identifying personal talents and abilities
- ❖ Developed academic strengths
- ❖ Personal interests to create personal fulfillment



# Set and achieve goals

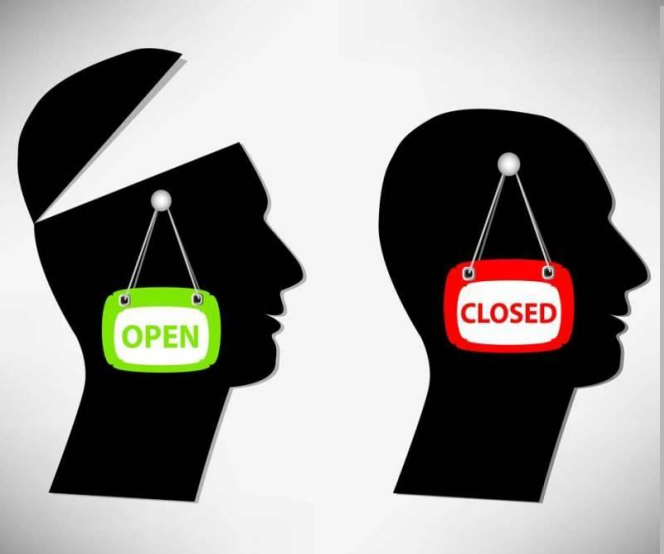
- Persistent
- SMART working



# Open minded



- *Creative*
- *Flexibility*



# Passion for your work



## Passion leads

- Inspiration
- Determination
- Excellence
- Innovation



Nothing can be achieved without hard work

बिना मेहनत के सिर्फ झाड़ियाँ ही उगती हैं



### I ALWAYS GIVE 100% AT WORK

13% Monday

22% Tuesday

26% Wednesday

35% Thursday

4% Friday

# Work hard vs Smart?



## Be smart!



No one cares about your efforts, only the results. 😊



# Work smart

**Smart work**  
+  
**Hard work**  

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**= Achievement**

- Not cunning,
- Not short changing



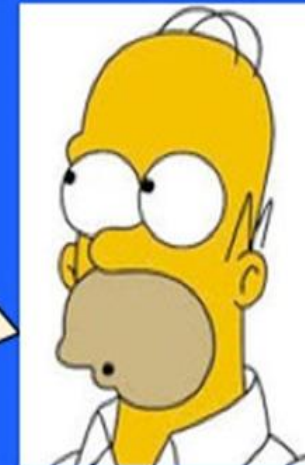
# Be innovative



- *Adapt to change*
- *Be ingenious*
- *Upgrade your skills*

**“Son, if you really want something in this life, you have to work for it. Now quiet! They're about to announce the lottery numbers.”**

- Homer Simpson



ALONE WE CAN DO  
SO LITTLE;  
TOGETHER WE CAN  
DO SO MUCH.

Together  
WE  
Achieve  
More

## Learn team work

- Team work
  - *Local/regional/international*
  - *Alumini- network*
  - *Brings expertise of others*
  - *Makes work easier*
  - *Achieve more*



# Purpose to change the world in a small way

**CHANGE  
YOURSELF  
TO  
CHANGE  
THE WORLD**

- *Find your purpose on earth*

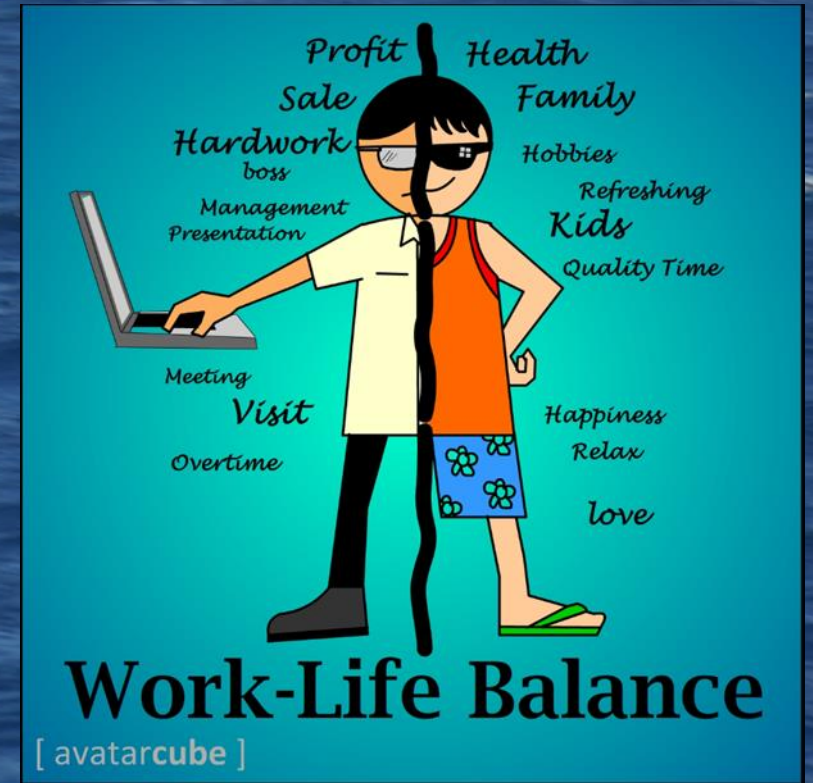


**"Your time is limited, so don't waste it living someone else's life."  
— Steve Jobs**



# Have fun

- Enjoy life
- Life is short



What lesson do we learn here?

**LOOK IN THE  
MIRROR...  
THAT'S YOUR  
COMPETITION.**



Barrack Obama-1<sup>st</sup> Black President

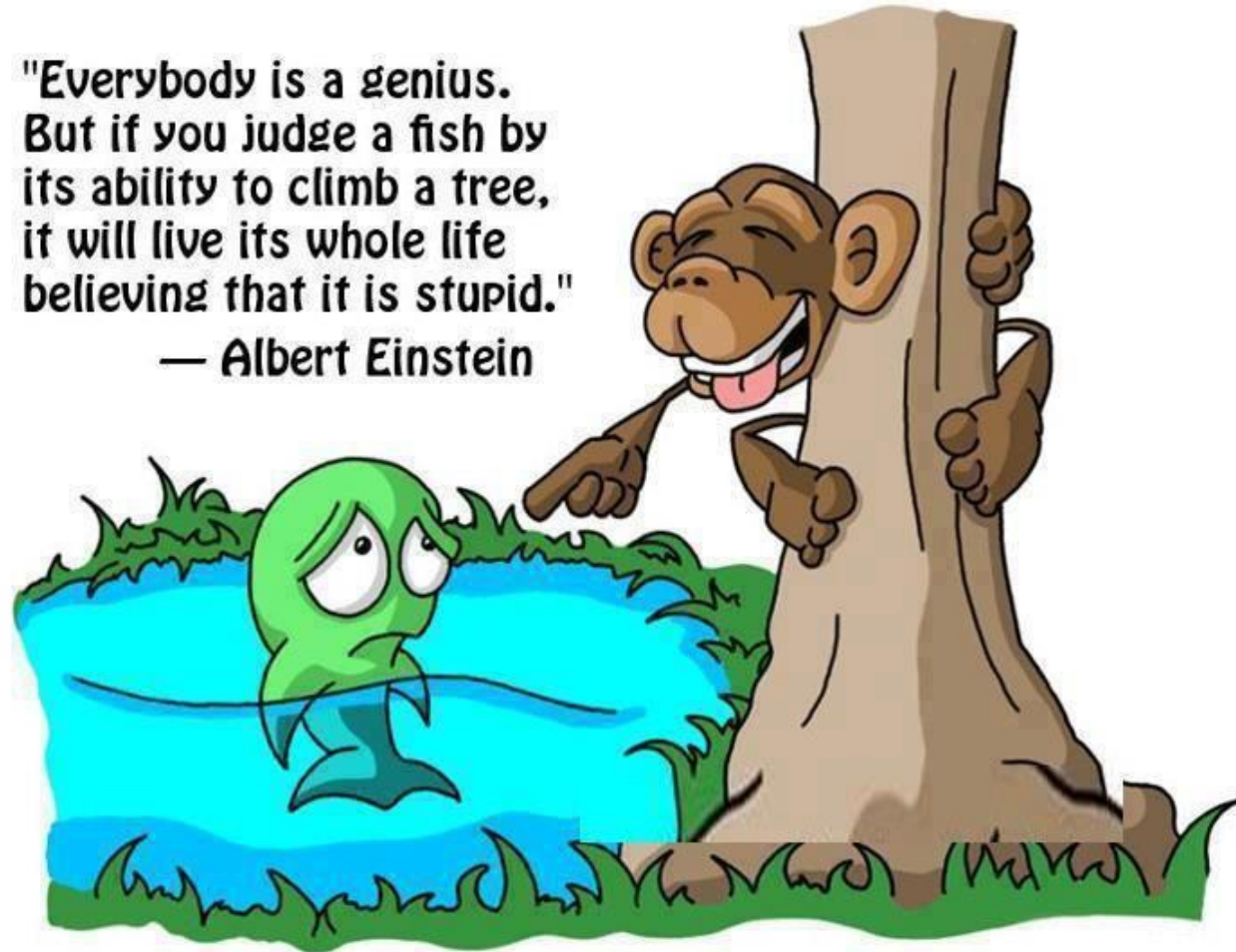
**DEDICATE  
YOURSELF  
TO BECOMING  
YOUR  
BEST**

FYMOULTS.CO

# We are all genius!!

**"Everybody is a genius.  
But if you judge a fish by  
its ability to climb a tree,  
it will live its whole life  
believing that it is stupid."**

**— Albert Einstein**



# Thank you

- ICP Master programme organizers
- Vrije Universiteit Brussel
- Universiteit Ghent
- Universiteit Antwerpen
- Vliros
- Belgium Partner in development
- Government of Belgium
- Flemish Government
- Government of Kenya
- KMFRI
- Karolien Van Puyvelde,
  - Coordinator “Oceans & Lakes” programme
- Liesbeth/Nico/Ann/Jean/ Diana
- You All for listening

