

JENNIFER HOFFMAN

Principal, Adaptation/Insight

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HIGHLIGHTS OF PROFESSIONAL EXPERIENCE

- Designed and delivered climate change and decision analysis trainings and workshops to more than 3000 people in Bangladesh, Belize, Canada, Costa Rica, Fiji, Madagascar, Paraguay, Rwanda, Spain, Tanzania, and the United States
- Helped grow an adaptation-focused non-profit from start-up to an annual budget of nearly one million USD in 5 years
- Co-developed the Climate Adaptation Knowledge Exchange (CAKE), a free, web-based, georeferenced collection of adaptation case studies, resources, and practitioners
- Experienced with diverse stakeholder groups including local, state, federal, and tribal governments and managers, and with working across international borders and sectors including conservation, tourism, fisheries, and planning.
- Extensive oral and written communication experience with general, professional, and community audiences, including an award-winning guidebook on climate change vulnerability assessment
- Facilitated structured decision making processes focused on problems including wetland restoration, mitigation banking, captive breeding of endangered species, selecting erosion control measures in watersheds with mixed ownership, and implementing adaptive management plans.
- Developed targeted resources for integrating climate considerations into a range of regulatory and planning processes.

PROFESSIONAL EXPERIENCE

Founder and Principal, Adaptation/Insight (2013- present)

- Provide facilitation, training, and capacity building in planning, decision making, vulnerability assessment, scenario planning, and climate change adaptation
- Engage in targeted research and consulting to support mainstreaming climate change into planning and regulatory processes
- Develop technical guidance documents, tools, websites, and white papers on topics related to climate adaptation and structured decision making
- Develop and apply decision models addressing risk, uncertainty, trade-offs, and other challenges for problems ranging from captive breeding programs to watershed restoration.

Founder and Directing Scientist, EcoAdapt (2009-2013)

- Helped build organization from startup to having an annual budget of almost \$1 million
- Co-developed Awareness to Action program and workshops, a customizable and context-driven approach for making adaptation-focused or climate-informed decisions

- Helped design and build the on-line Climate Adaptation Knowledge Exchange, a georeferenced online tool to support adaptation capacity-building and decision making
- Developed climate-informed strategies, plans, and actions with governments, non-governmental organizations and resource managers in the United States, Canada, and Rwanda
- Trained conservation professionals, resource managers, and funders in climate change vulnerability assessment, adaptation, and decision making
- Researched and wrote technical guidance documents, white papers, outreach materials, and articles for variety of audiences

Independent Consultant (2008-2009)

- Provided research, technical input, and framework development for regional and multi-national climate change adaptation efforts
- Facilitated knowledge-sharing workshop for representatives of 15 MacArthur Foundation-funded climate adaptation projects from Africa, Asia, Oceania, Latin America, and the Caribbean; wrote synthesis report
- Provided technical input for and led international workshop on adaptation options for marine biodiversity in the Eastern Tropical Pacific
- Co-led design and implementation of a collaborative vulnerability assessment for Puget Sound watersheds

Climate Adaptation Specialist –Marine for WWF Global Climate Change Program (2007-2008)

- Advised on adaptation initiatives at national, regional, and multinational levels
- Led multinational, multi-sectoral adaptation trainings and workshops ranging in size from 250 to 20 participants, both general and tailored for specific audiences
- Coordinated marine component of an integrated national marine, terrestrial, and socioeconomic vulnerability assessment and adaptation planning effort for Madagascar
- Managed development of vulnerability assessment guidance and projects for mangrove ecosystems in Fiji, Tanzania, and Cameroon

Visiting professor, Environmental Sciences, University of Washington/Bothell (2005 – 2006)

- Designed and taught upper-level courses on evolution, marine ecology, invertebrate zoology, and environmental science
- Supervised student research projects

Instructional Design and Development/Faculty, Ocean Research College Academy, Everett WA (2004 –2005)

- Helped design and lead integrated early college program for underserved youth
- Supervised student research projects
- Developed and taught inquiry-based science classes

Visiting professor, Environmental Sciences, University of Washington/Tacoma (2002 – 2003)

- Designed and taught upper-level courses on evolution, marine ecology, invertebrate zoology, and environmental science
- Supervised student research projects

Research Associate, Genetic Ecotoxicology, Lawrence Berkeley National Laboratory, Berkeley CA (1992-1995)

- Researched sub-lethal effects of UV radiation and chemical pollutants in aquatic environments, including mutagenesis in nematodes, chromosomal abnormalities in sea urchins, and developmental abnormalities in tadpoles and fishes.

SELECTED PRESENTATIONS AND SPECIALIZED WORKSHOPS

- Structured Decision Making for the Resilience Ecosystem*. Tailored offerings included *Making Decisions for a Sustainable, Equitable, Resilient Flint* (Michigan) and *Transboundary Madrean Watersheds: Making Decisions for a Resilient Landscape* (Arizona) (2019)
- Climate Change Tools for NCCPs and HCPs* (presenter). Habitat Conservation Planning From Tahoe to the Bay Fourteenth Annual Workshop (2016)
- Scenario Planning* (course co-developer and instructor). National Conservation Training Center (NCTC) in Shepherdstown WV and remote (2013 – present)
- Structured Decision Making* (instructor). NCTC and remote locations (2013 – present)
- Decision Analysis for Climate Change* (instructor) NCTC on-line training (2014 - 2018)
- Addressing Climate-related Uncertainty for Natural Resource Management Decisions* (instructor). NCTC and remote locations (2013 - 2015)
- Adaptation 101* (plenary speaker). Washington State Department of Fish and Wildlife Climate Adaptation Workshop, Lacey WA (2011) and Washington State Department of Natural Resources Adaptation Planning Kick-off Meeting (2013)
- Climate Smart Adaptation: A guide to On-the-Ground Action* (facilitator). North American Wildlife and Natural Resources Conference. Atlanta GA (2012)
- Putting Uncertainty in Context* (plenary speaker). Coastal Habitat Conservation in a Changing Climate: Strategies and Tools for the Great Lakes Region, Ann Arbor MI (2011)
- Integrating and Applying Conservation Science for Transboundary Coastal Temperate Rainforests* (invited participant). Special workshop convened by the Wilburforce Foundation. Seattle WA (2010)
- Connectivity and Climate Change Adaptation: Moving from Principle to Practice* (invited participant). University of Washington science-practitioner workshop. Seattle WA (2009)
- How to Adapt Habitats Of Importance To Migratory Species In the Face of Climate Change – Educating Decision Makers And Conservationists In the Western Hemisphere* (co-leader). Day-long plenary workshop at the Western Hemisphere Migratory Species Initiative – Third Hemispheric Conference. Asuncion Paraguay (2008)

REPRESENTATIVE PUBLICATIONS

- West, J.M., Courtney, C.A., Hamilton, A.T., Parker, B.A., Julius, S.H., **Hoffman, J.**, Koltjes, K.H. and MacGowan, P. 2017. Climate-smart design for ecosystem management: A test application for coral reefs. *Environmental Management*. 59:102-117. DOI: 10.1007/s00267-016-0774-3

- Hoffman, J.R. 2015.** *Climate-Smart Agriculture in USAID Office of Food for Peace Funded Programs*. Report created for the USAID/Food for Peace-funded Technical and Operational Performance Support (TOPS) Program.
- Hoffman, J.R.,** E. Rowland, C. Hawkins-Hoffman, J. West, S. Herrod-Julius, and M. Haynes. 2014. Managing Under Uncertainty. Pp. 177 – 188 in: Stein, B.A., P. Glick, N. Edelson, and A. Staudt (eds.). *Climate-Smart Conservation: Putting Adaptation Principles into Practice*. National Wildlife Federation, Washington, D.C.
- Lynn, K., O. Grah, P. Hardison, J. **Hoffman**, E. Knight, A. Rogerson, P. Tillmann, C. Viles, and P. Williams. 2014. Chapter 8: Northwest tribes: Cultural impacts and adaptation responses. Pp 207 -230 in: Dalton, M.M., P.W. Mote, and A.K. Snover [Eds.]. 2013. *Climate Change in the Northwest: Implications for Our Landscapes, Waters, and Communities*. Island Press: Washington, DC.
- Krosby, M., **J.R. Hoffman**, J.L. Lawler, and B.H. McRae. 2012. Washington State, USA. Pp 115-125 in: Hilty, JA, CC Chester, and MS Cross, editors. *Climate and Conservation: Landscape and Seascape Science, Planning, and Action*. Island Press: Washington, DC. 392 pp.
- Glick, P., **J. Hoffman**, M. Koslow, A. Kane, and D. Inkley. 2011. *Restoring the Great Lakes' Coastal Future: Technical Guidance for the Design and Implementation of Climate-Smart Restoration Projects*. National Wildlife Federation, Ann Arbor, MI.
- Gregg, R.M., L.J. Hansen, K.M. Feifel, J.L. Hitt, J.M. Kershner, A. Score, and **J.R. Hoffman**. 2011. *The State of Marine and Coastal Adaptation in North America: A Synthesis of Emerging Ideas*. EcoAdapt, Bainbridge Island, WA.
- Stein, B, P. Glick, and **J. Hoffman**. 2011. Vulnerability Assessment Basics. Pp. 19-38 in: Glick, P., B.A. Stein, and N.A. Edelson, editors. *Scanning the Conservation Horizon: A Guide to Climate Change Vulnerability Assessment*. National Wildlife Federation, Washington, D.C.
- Hansen, L.J. and **J.R. Hoffman**. 2010. *Climate Savvy: Adapting Conservation and Resource Management to a Changing World*. Island Press: Washington DC. 350 pp.
- Hansen, L., **J. Hoffman**, C. Drews and E. Mielbrecht. 2009. Designing Climate-Smart Conservation: Guidance and Case Studies. *Conservation Biology* 24(1):63-69
- Hoffman, J.**, Fonseca, A., and C. Drews (Eds.). 2009. Cetaceans and Other Marine Biodiversity of the Eastern Tropical Pacific: Options for Adapting to Climate Change. Report from a workshop held February 9-11, 2009, Santo Domingo de Heredia, Costa Rica
- Hoffman, J.** and E. Mielbrecht. 2007. Unnatural Disaster: Global Warming and Our National Parks. National Parks Conservation Association, Washington, DC
- Hoffman, J.R.** 2007. *Ocean Science*. Smithsonian Science 101 series; HarperCollins, NY, NY.224 pp.
- Ochoa, G., **J.R. Hoffman**, and T. Tin. 2005. *Climate: The Force That Shapes Our World and the Future of Life on Earth*. Rodale Press; Emmaus, PA. 288 pp.
- Garbary, D.J., Kim, K.Y., and J. **Hoffman**. 2004. Cytological damage to the red alga *Griffithsia pacifica* from ultraviolet radiation. *Hydrobiologia* 512(1-3): 165-170
- Hansen, L.J., J.L. Biringer. and J.R. **Hoffman** (Eds.). 2003. *Buying Time: A User's Manual for Building Resistance and Resilience to Climate Change in Natural Systems*. World Wildlife Fund, Gland.

- Hoffman**, J.R., Klinger, T.K., and L.J. Hansen. 2003. Interactions between ultraviolet radiation and temperature limit inferences from single-factor experiments. *J. Phycol.* 39:268-272
- Strathmann, R.R., Staver, J.M., and J.R. **Hoffman**. 2002. Risk and the evolution of cell-cycle durations of embryos. *Evolution* 56(4):708-720
- Hansen, L.J. and J.R. **Hoffman**. 2001. UV effects on marine and aquatic ecosystems. In: *Proceedings of the 13th International Congress of Photobiology*, San Francisco CA, USA July 2000.
- Miner, B.G., Morgan, S.G., and J.R. **Hoffman**. 2000. Postlarval chromatophores as an adaptation to ultraviolet radiation. *J. Exp. Mar. Biol. Ecol.* 249(2):235-248
- Sadinski W.J., Levay G., Wilson M.C., **Hoffman** J.R., Bodell W.J., and S.L. Anderson. 1995. Relationships among DNA adducts, micronuclei, and fitness parameters in *Xenopus laevis* exposed to benzo[a]pyrene. *Aquatic Toxicology* 32(4):333-352
- Anderson S., **Hoffman** J., Wild G., Bosch I., and D. Karentz. 1993. Cytogenetic, cellular, and developmental responses in Antarctic sea urchins (*Sterechinus neumayeri*) following laboratory ultraviolet-B and ambient solar radiation exposures. *Antarctic J.* 28(5):115-116

RECENT ADVISORY BOARD SERVICE

- Center for Behavior and Climate, Advisory Council (2020 – present)
- Founding Board President, Kitsap Harvest (2020 – present)
- Board member, Kitsap Community and Agricultural Alliance (2019 – 2020)
- Scientific and Traditional Ecological Knowledge Advisory Sub-committee, North Pacific Landscape Conservation Cooperative (2012 – 2016)
- Scientific Advisory Board, Climate Change Collaboratory (The Nature Conservancy/Notre Dame University; 2013-2014)

EDUCATION

Ph.D. University of Washington, Department of Zoology, Seattle WA USA, July 2002

B.A. Brown University, Geology/Biology, Providence, RI 1989

TRAINING AND CERTIFICATION

National Conservation Training Center Decision Analysis Certification Program—Expert level (2017-2020). Included skills development in decision making under uncertainty and visual elicitation, and the following 40-hour trainings: Elicitation and Facilitation, Adaptive Management, Decision Analysis Tools, and Introduction to Structured Decision Making.

Facilitating Group Collaboration. Julian Griggs/Dovetail Consulting (2011)

GIS certificate program, University of Washington (2005-6)