



CURRICULUM VITAE

HAICO WEVERS
 MANAGING DIRECTOR

HAICO WEVERS

Years Experience	20 years
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INTRODUCTION

Haico began his career with a management consultant (DHV) on marine construction and environmental issues. He subsequently worked for the Dutch Government (Rijkswaterstaat) on coastal defence and environmental dredging. He has worked for the Boskalis group for over ten years and for almost three years has been the Managing Director of Boskalis Westminster and Irish Dredging.

He has been involved in the dredging, (marine) construction and environmental industry for 20 years and has experience in all aspects of such works, including maintenance and capital dredging, sea defences, environmental habitat creation projects, marine pipelines, brownfield & remediation projects and beneficial re-use and recycling.

He has held a senior management position over a number of years (10 years) and this has enabled him to gain a wide range of experience in both the industry as a whole and in the successful management of a number of companies within the Boskalis group. With this range of experience has come participation in all forms of contractual arrangements.

Haico also holds senior management positions within a number of subsidiary and Joint Venture companies.

KEY SKILLS

Management style	Ability to take high level holistic reviews of projects, business proposals and problems in order to provide experience, guidance and solutions. Provides leadership at all stages of a project or course of action. Ability to focus, programme and manage project development and tendering teams.
Technical expert	Technical experience of a wide range of civil engineering, and environmental dredging techniques. Commercial and contractual experience of a wide range of procurement methods. Able to present concise technical and commercial solutions to a specific problem. Ability to investigate and develop entrepreneurial and innovative solutions in relation to project development and delivery.
Partnership working	Haico Wevers has first-hand experience of working in partnership with multiple organisational teams, striving to create one team with a clear strategy and network of sponsors to ensure project delivery.
Early supplier engagement	He has a strong belief that innovation can be best achieved by the early involvement of the delivery team and wider supply chain. This helps identify safety, buildability and potential efficiencies well in advance of construction phases allowing optimum solutions to be developed.

QUALIFICATIONS

MSc (Master of Science): Technical University Delft, Faculty of Mining and Geo-Sciences
 MBA (Masters of Business Administration): Business School Netherlands

SPECIFIC EXPERIENCE MILESTONES

(Project) Management of numerous Environmental Projects (both on and offshore)
 Environmental dredging & construction of confined disposal facility of Lake Ketel,
 Netherlands Brownfield development (incl. dredging) of Zellingwijk, Netherlands
 All Boskalis Westminster and Irish Dredging projects since 2011



CURRICULUM VITAE

ROBERT KIDD

BUSINESS SECTOR MANAGER, MAINTENANCE

ROBERT KIDD

Years of experience	28
Nationality	British

INTRODUCTION

The project will be overseen at Senior Management Level by our Business Sector Manager for Maintenance works who is based locally at our Fareham Head Office and who has for the last 10 years had the responsibility for our Term Maintenance works for Defence Estates which includes maintenance dredging works in Marchwood, Devonport and Portsmouth.

He also had the management responsibility for the Site Investigation works for the QEC project carried out as a subcontractor to Debut Services in 2011/12 and the recent major capital dredging works at Portsmouth International Port in 2010/11. He is therefore very familiar with the working environment within Ports.

Robert has over 28 years experience in the construction industry. He has 7 years experience working in general civil engineering and building contractors and 20 years with a dredging and marine contractor. He has worked on major civil engineering projects throughout the UK, including airfields, roads, harbours, sea defences, dredging works and in the last few years the development and delivery of the companies more complex projects. His experience and expertise covers project development, tendering and execution. He is experienced in managing the development and commercial aspects of both business opportunities in general and specific one-off projects. Robert is on the Boskalis Westminster Limited Senior Management Team

KEY SKILLS

Ability to investigate and develop entrepreneurial and innovative solutions in relation to project development and delivery.

Technical experience of a wide range of civil engineering, building and dredging techniques.

Commercial and contractual experience of a wide range of procurement methods.

Enthusiastic participant and contributor in project team.

Able to interact successfully with all project team members.

Focused on achieving project specific objectives and deadlines.

Ability to focus, programme and manage project development and tendering teams.

Able to present concise technical and commercial solutions to a specific problem.

Client focused.

QUALIFICATIONS

B.Sc in Quantity Surveying

PROJECT EXPERIENCE

Harwich Channel Deepening	£20m
Lappel Bank, Sheerness	£2.2m
Holyhead Salt Island Development	£5.5m
Shoreham and Eastbourne Long Sea Outfalls	£2.5m
South West Regional Prime Contract (MoD) (10 years)	£6.0m
Environment Agency Beach Management Framework (5 years)	£20m
Pevensey Bay Sea Defences PFI/PPP (25 years)	£30m
Cliffe Reclamation Pools	



INTRODUCTION

Richard is currently employed as a Framework Manager with Boskalis Westminster Ltd. He has worked on a number of maintenance & capital projects, site investigation works & coastal protection schemes in the UK. Previously he has extensive experience working overseas on a number of marine projects including dredging, reclamation, vertical & sloping seawall construction, quaywall reconstruction/upgrading, ground improvement, soil remediation, site investigation, piling, outfall & landfall projects. This significant project based management experience has given Richard a proven track record to deliver significant marine infrastructure projects on time & within budget.

Much of Richard's work has been undertaken in large international ports. This is a challenging environment which critically requires a sound understanding of the stakeholders. Flexibility to correctly adapt, together with a comprehensive technical background, has been a key to his success. Richard is a dedicated and conscientious professional who has proven abilities to work effectively with project teams and interface with key stakeholders. Throughout his 21 years of senior management experience in marine construction, he has developed his skill base and technical expertise to consistently provide effective programme delivery.

KEY SKILLS

Management	Building effective teams suitable to the task by developing & leading individuals. Focus is on aligning the strengths of the team members with the project requirements.
Programme Delivery	Proven track record in delivering challenging projects to demanding programmes, often under difficult circumstances and environments. A proficient manager who proactively drives all phases of project delivery from start-up through to handover.
Partnership working	Significant first-hand experience of working in a multiplicity of project organisations with a clear strategy and network of sponsors to ensure project delivery.
Early Supplier Engagement	Early involvement of the delivery team and wider supply chain has a proven track record for success. Early dialogue develops the appropriate safety culture, ensures a good understanding of the programme and can identify potential efficiencies to help optimise the construction phases.

PROJECT EXPERIENCE - highlights

Maintenance Dredging – South West Regional Prime Contract - UK	11 year contract to provide navigation depths in the approaches, berth & basins at HM Dockyards in SW England. Work includes maintenance dredging of approximately 100,000m ³ per year. Contract value £11.5m.
Maintenance Dredging – Barrow-in-Furness - UK	Ongoing work in Barrow provides maintenance dredging of the approach channel ensuring the safe navigation & exit of newly constructed Astute Class submarines from the shipyard between 2011-16. The contract requires strict dredging parameters together with fixed deadlines for exits
Site Investigation Works – Queen Elizabeth Class Project – HMNB Portsmouth - UK	Project involved non-intrusive & intrusive investigation of Portsmouth for the channel deepening required for the Royal Navy's new QEC class aircraft carrier. Work included hydrographic, side-scan, seismic, magnetometer & resistivity survey, vibrocoreing, boreholes and sampling & testing .
Capital Works – Sonils Base Development – Luanda, Angola	Initially assigned to this port expansion project to lead the JV. Scope of work included dredging, reclamation, wreck removal & shore protection works. Project value US\$ 14.9M. Stayed on in Angola to oversee other marine infrastructure projects including dredging, reclamation, shore protection, marine piling & site investigation works. Also established a local company and developed further business opportunities.

CURRICULUM VITAE

RICHARD COPE
LIAISON OFFICER

RICHARD COPE

Experience:	21 years in marine project management
Nationality:	British/Canadian



CURRICULUM VITAE

GERT JAN PETERS
PROJECT MANAGER

GERT JAN PETERS

Years Experience	23
Nationality	Dutch

INTRODUCTION

Gert Jan has a great deal of experience working in busy container terminals. His understanding of the working practices of a busy port, and the environmental conditions associated with working at the river mouth, will also contribute greatly towards this project.

He was also involvement with the Maasvlakte 2 project gave him firsthand experience of the demands of executing a capital project at a busy working port and managing the use of multiple plant types, including large trailing suction hopper dredgers. His management of this complex land reclamation project will be central to the efficient management of the works at Felixstowe.

Gert Jan is a dedicated conscientious professional who has proven abilities to deal with all levels of the team and key stakeholders. He has gained a broad range of senior project management experience on land reclamation projects. Throughout his 23 years experience, he has developed his skill base and technical expertise in marine construction and programme delivery.

KEY SKILLS

Management Style	His management style is to lead and develop individuals. Results are achieved by focusing on team members strengths and aligning these with the project needs.
Delivering to Programme	He has a proven track record of delivering challenging programmes with complex drivers and deliverables. He is a proficient manager who drives all phases of project delivery from scope, through definition to implementation and handover.
Partnership working	Gert Jan has first-hand experience of working in partnership with multiple organisational teams, striving to create one team with a clear strategy and network of sponsors to ensure project delivery.
Early supplier engagement	He has a strong belief that innovation can be best achieved by the early involvement of the delivery team and wider supply chain. This helps identify safety, buildability and potential efficiencies well in advance of construction phases allowing optimum solutions to be developed.

PROJECT EXPERIENCE

Southampton Berths 201/202	Dredging along the length of berths 201 and 202, 490m x 60m out from the quay wall, -1.6mCD, using back hoe dredger Manu Pekka.
West of Duddon Sands Offshore Wind Farm 2013	Two export power cables run from WDS OWF to shore near Heysham, crossing a dredging concession area. Pre-trenching and backfilling was required to -8.0m CD on top of cable.
Marchwood Channel Widening 2013	The project involved the removal of material over a 900m length of the western edge of the navigation channel in Southampton Water opposite berths 104-106. The channel was widened by approximately 30m at the existing maintained dredge level of 12.6m below Chart Datum (CD). The total volume of material dredged was approximately 270,000m ³ .
West Sands Coastal Protection Scheme	Gert Jan was the Boskalis Westminster Deputy Project Manager on this privately funded £12 million coast protection scheme at Selsey Bill in Sussex. BWL were a joint venture partner and the works involved the construction of two offshore rock breakwaters and a capital beach recharge to the frontage of one of the largest coastal holiday complexes in the UK. As the major part of the project was undertaken during the summer season, this project involved extensive stakeholder liaison with the client and their visitors.
Maasvlakte 2	The PUMA consortium, of which Boskalis are 50% partners, built the first section of Maasvlakte 2 between 2008 and 2012. The works, valued at a total of €1 billion, included the construction of 11 kilometres of hard and soft sea defences, reclamation of 2,000 hectares with the import of 240 million m ³ of dredged sand, the first harbour areas, quay walls, and the road and rail infrastructure needed to provide access to the extended port.



CURRICULUM VITAE

NEIL MARTIN

SAFETY, HEALTH, ENVIRONMENT AND QUALITY (SHE-Q) MANAGER

NEIL MARTIN

Years Experience	20 years
Nationality	British

INTRODUCTION

Neil is a SHE-Q (Safety, Health, Environmental & Quality) Manager with excellent technical and practical skills concerned with the development and implementation of management systems. He competently investigates and develops innovative solutions to system or project needs; is able to find solutions to meet the intent of standards and regulations, and uses initiative and vision to develop the strategic direction of policy and process improvements.

Neil worked in aviation for 9 years, before joining Westminster Dredging Company (WDC) Ltd in 2007 (Now Boskalis Westminster Ltd). He has extensive experience of quality management systems, standards and continuous improvement techniques drawn from over 20 years of Quality Assurance roles within manufacturing and service industries.

He chaired EH&S sub-committees and maintained the position of Quality & Continuous Improvement Manager for Pratt & Whitney Canada (UK) Ltd for 2 years. In 2007, Neil led P&WC (UK) Ltd's Office Cell to a corporate continuous improvement Gold Award for sustained best-in-class business performance results.

In 2010, Neil completed a comprehensive WDC SHE-Q system integration with the system operated by Boskalis, leading the way for other Boskalis Group companies in Europe. More recently, Neil has championed the corporate safety programme, NINA, in developing practical ways of implementing the programme's "Values & Rules," e.g. workshop sessions and guidance for project start up meetings.

In 2012, Boskalis Westminster Ltd (WDC re-branded), led by Neil, was awarded with a RoSPA Gold Award for their Health and Safety performance.

KEY SKILLS

Management Approach	Neil is an enthusiastic participant and contributor to departmental and project teams, with a particular interest in continual improvement methodology. He adopts an open management style, and encourages his team to succeed when faced with operational challenges.
Quality Improvement	Neil has a natural ability to find solutions to Quality requirements, and has a wealth of continuous improvement experience from a number of ISO 9001 working environments. This includes working with proven continuous improvement programmes in automotive and aerospace companies, and more recently in marine construction.
Strategic Leadership	The ability to coach, motivate and develop teams to achieve and excel in meeting business plan objectives, and making confident decisions in preparing for the future.
Business Creativity	Possesses the initiative and vision to develop interactive and informative training presentations, and makes constructive contributions to process improvement projects.

QUALIFICATIONS

Diploma in Management Studies, NEBOSH General Certificate, Associate IEMA membership, BTEC National Certificate in Engineering, CSCS card and various other management and SHE-Q related qualifications and short courses.

PROFESSIONAL MEMBERSHIP

Associate Member of AIEMA

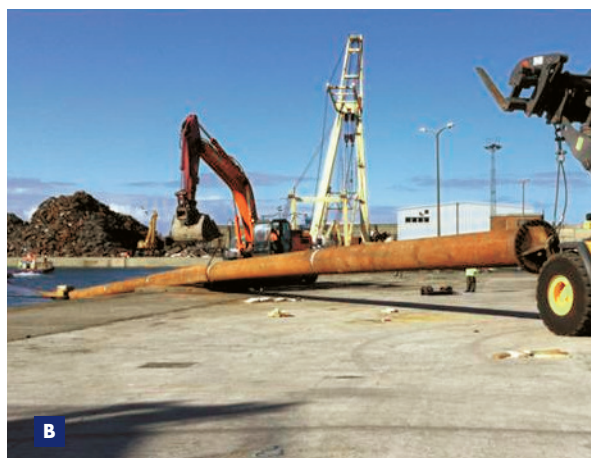
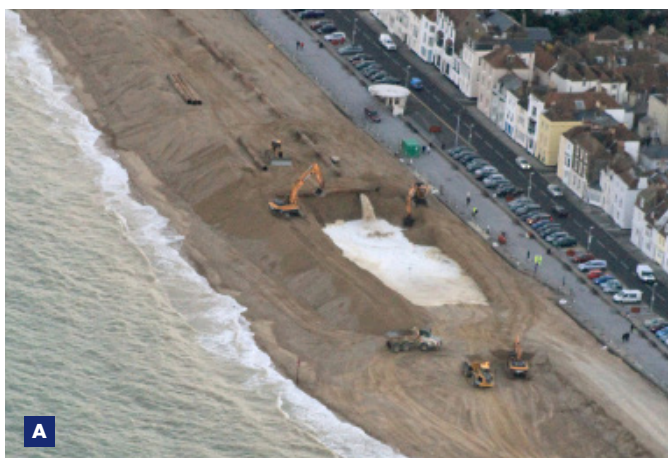
CURRICULUM VITAE

NEIL MARTIN

SAFETY, HEALTH, ENVIRONMENT AND QUALITY (SHE-Q) MANAGER

PROJECT EXPERIENCE

Marchwood Channel Widening 2013	Widening and deepening of the main channel at the Port of Southampton. Dredging 300,000 cubic metres of material to widen the existing navigational channel at a depth of 12 m below chart datum at Marchwood.
Aberdeen Harbour Entrance improvements 2012	Boskalis Westminster were the main contractor undertaking capital dredging works to deepen and widen the approaches to Aberdeen Harbour involving the removal of approximately 400,000m ³ of clays, silts, sands and rock to tolerances of -0.3m vertical and +10m horizontally with a final bar sweep.
West Sands Coastal Protection Scheme	This was a privately funded £12 million coast protection scheme at Selsey Bill in Sussex. BWL were a joint venture partner and the works involved the construction of two offshore rock breakwaters and a capital beach recharge to the frontage of one of the largest coastal holiday complexes in the UK. As the major part of the project was undertaken during the summer season, this project involved extensive stakeholder liaison with the client and their visitors.
Wellington Dock	A contract to infill Wellington Dock, providing additional land for the extension of the adjacent United Utilities wastewater treatment plant, with approximately 250,000m ³ of sand from the Westminster Gravels licensed winning area 457. The previous contract, to remove the silt from the dock, was also undertaken by Westminster Dredging (now Boskalis Westminster).
Brighton & Hove Long Sea Outfall	The Friars' Bay Long Sea Outfall (Brighton Outfall) was part of the £300 million environmental improvement scheme. The subcontract was awarded to a joint venture between Westminster Dredging and Land & Marine for the assembling and installation of the outfall pipeline. The Ø1400mm PPE pipe was initially towed by sea from Norway in four sections, three sections of 550 metres and one diffuser section 220 metres long, which were connected on site and 1650 metre long pipeline was towed out through the lock gates at high tide.



A Deal
B Wellington Dock - Sinker Line Launch
C Deal - Pumping Works with Dredger in background

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