

CRAIG HOOVER

PROFESSIONAL SUMMARY

A proven leader with a 30-year career in the government and non-profit sectors, working on international conservation and environmental issues, with continually increasing executive leadership, management and oversight responsibilities, responsible for shaping and implementing domestic and international wildlife policy and financial assistance programs.

EXPERIENCE

ASSOCIATION OF ZOOS AND AQUARIUMS

8403 Colesville Road, Suite 710, Silver Spring, MD 20910

Executive Vice President

July 2019-Present

- Report directly to the President and CEO
- Provide executive leadership and programmatic and administrative direction for a diverse member service organization employing over 40 staff serving over 250 accredited zoos, aquariums, and science centers in 13 countries and more than 8,000 total commercial, non-profit, and individual members
- Oversee all AZA Senior Vice Presidents and their departments, including accreditation; conservation, animal programs and welfare science; external affairs; member services; finance; and the wildlife trafficking alliance
- Manage a \$12+ million annual budget
- Guide and oversee the strategic direction of the organization, delivering on AZA's strategic vision, mission and five promises
- Oversee three major conferences annually, hosting as many as 3,000 zoo and aquarium professionals
- Staff and support the AZA Board of Directors, Accreditation Commission, Ethics Board, and Diversity Committee
- Chaired Committee II at the 18th Meeting of the Conference of the Parties (CoP) to the Convention on International Trade in Endangered Species (CITES), managing a meeting of over 1,000 people and delivering consensus results on over 80 agenda items
- Serve on the Board of Trustees of Species360
- Serve on the World Association of Zoos and Aquariums Council
- Serve as a technical advisor to the End Wildlife Crime initiative
- Oversee the Giant Panda Conservation Foundation
- Represent AZA at CITES and other international meetings

UNITED STATES FISH & WILDLIFE SERVICE

5275 Leesburg Pike, Falls Church, VA 22041

Chief, Division of International Conservation (GS-0340-15), International Affairs

May 2018-June 2019

- Oversaw and guided four branches, including a diverse staff of approximately 30 people
- Administered several international conservation financial assistance programs totaling approximately \$30 million in grants and cooperative agreements per year
- Led and directed the Service's management and administration of programs and activities for international conservation pursuant to the Endangered Species Act of 1973, including regional financial assistance programs in Africa, Central and South America, and the Caribbean
- Oversaw implementation of the multi-national species conservation acts for African and Asian elephants, tigers and rhinos, great apes, and marine turtles
- Oversaw implementation of international agreements, including the U.S.-Mexico-Canada Trilateral Committee Agreement, the U.S.-Russia Environmental Agreement, and the U.S.-China Nature Conservation Agreement

- Oversaw and guided USFWS role as co-chair of the Presidential Task Force on Wildlife Trafficking, including development and implementation of the National Strategy for Combating Wildlife Trafficking, its implementation plan, and the Eliminate, Neutralize and Disrupt Wildlife Trafficking Act
- Routinely served as acting Deputy Assistant Director and Assistant Director for International Affairs
- Regularly briefed Congress, the USFWS Director, Secretary of Interior and other senior officials on international wildlife conservation issues
- Managed and grew program budget in accordance with Federal government and agency requirements

Chief, Division of Management Authority (GS-0340-15), International Affairs

September 2015 to May 2018

- Oversaw and guided a diverse staff of approximately 40 people
- Represented the United States at international meetings concerning international wildlife trade, meetings of the CoP to CITES, CITES technical meetings, CITES Standing Committee meetings, and other international meetings relating to wildlife trade and conservation
- Served as Vice Chair of and led several U.S. delegations to meetings of the CITES Standing Committee
- Served leadership role for U.S. Government at CITES CoP16 (2016), delivering the most successful CITES CoP ever for a U.S. delegation, including leading the effort to achieve a consensus commitment to close domestic ivory markets
- Oversaw CITES implementation and wildlife trade policy in the United States
- Oversaw USFWS conservation permitting program (over 30,000 permits issued annually), including CITES, Endangered Species Act, Marine Mammal Protection Act, Wild Bird Conservation Act, and other wildlife laws and regulations
- Led U.S. efforts to impose an ivory trade ban in the United States through several policy and regulatory actions
- Oversaw and provided guidance for a multi-million dollar CITES and wildlife trafficking technical and financial assistance program
- Led programmatic reorganization to ensure that we are responsive to today's critical conservation needs

Chief, Wildlife Trade and Conservation Branch (GS-0401-14), International Affairs

May 2007 to Sept. 2015

- Oversaw Branch of Wildlife Trade and Conservation, consisting of general biologists, CITES policy specialists and other professional and administrative personnel
- Led U.S. delegation efforts regarding all implementation issues at CITES CoP14 (2010) and CoP15 (2013)
- Oversaw development of U.S. Government negotiating positions for CITES CoPs, technical meetings and meetings of the CITES Standing Committee and negotiated on behalf of the U.S. Government at those meetings
- Served as interim Vice Chair of the CITES Standing Committee
- Oversaw wildlife trade policy development in coordination with program and numerous other Federal agencies
- Oversaw implementation of numerous aspects of several treaties and laws associated with international wildlife trade, including CITES, the Endangered Species Act, the Wild Bird Conservation Act, the Lacey Act, the African Elephant Conservation Act, and Pelly Amendment to the Fishermen's Protective Act, including development and revision of regulations associated with these laws
- Oversaw implementation and management of international technical and financial assistance grants to the CITES Secretariat, IUCN, Association of Fish and Wildlife Agencies, and other partners
- Managed responses to inquiries from foreign governments, Congress, other Federal and State agencies, the media, and the general public on international wildlife trade issues, and provides the policy focus for the Service in all matters pertaining to international wildlife trade

Supervisory Intelligence Research Specialist (GS-0132-13), Office of Law Enforcement

August 2004 to May 2007

- Oversaw USFWS Office of Law Enforcement (OLE) Intelligence Unit, which supports the investigative activities of approximately 125 wildlife inspectors and 220 special agents
- Supervised three intelligence research specialists and administrative support staff
- Planned and directed the activities of the Intelligence Unit, including the collection and dissemination of intelligence to USFWS special agents and wildlife inspectors, and state and foreign law enforcement counterparts

- Obtained, screened, evaluated, and consolidated large quantities of intelligence reports and data from U.S. and foreign law enforcement and intelligence agencies, scientific and other sources, and recommended specific actions
- Undertook or oversaw extensive proactive studies, such as wildlife trade analyses and risk assessment models, both for publication and for presentation to policy makers to more effectively control the illegal exploitation and commercialization of wildlife
- Represented the agency in international meetings such as the Interpol Wildlife Enforcement Group
- Played a leadership role in strategic and workforce planning, including policy development and performance monitoring

WORLD WILDLIFE FUND

Washington, DC

Deputy Director, TRAFFIC North America

July 2001 to August 2004

- Supervised TRAFFIC's North American field programs, including TRAFFIC's wildlife trade program in Canada
- Supervised Program Officer and several consultants in TRAFFIC's Washington office
- Shared management of overall wildlife trade program in North America
- Developed TRAFFIC/WWF positions on all pending wildlife trade-related legislation and regulations
- Represented organization or served as head of delegation at national and international conferences, CITES Conferences of the Parties, CITES Animals Committee meetings and other fora
- Planned, developed, wrote, and published scientific and technical reports and papers on wildlife trade issues of conservation concern, recommending measures to ensure sustainable trade
- Represented the organization in print, radio and television interviews and other media efforts

Senior Program Officer and Program Officer, TRAFFIC North America

August 1996 to June 2001

- Planned, oversaw and implemented wildlife trade studies
- Collected and assessed scientific and technical data from scientists and other field experts
- Reviewed and developed institutional positions on state and federal draft legislation, regulations and policies related to wildlife trade
- Assessed the effectiveness of wildlife trade legislation and the agencies responsible for implementation and enforcement of those laws at the state and federal level in the United States and abroad

UNITED STATES FISH & WILDLIFE SERVICE

Torrance, CA

Wildlife Inspector (GS-1801-9), Office of Law Enforcement

July 1992 to July 1996

- Inspected wildlife shipments to ensure compliance with U.S. laws and regulations
- Identified live wildlife and wildlife products to the species level to determine protected status
- Conducted investigations into illegal wildlife trade in conjunction with Special Agents
- Trained wildlife inspectors in various areas of wildlife identification

EDUCATION

Juris Doctorate

December 1997

Loyola Law School, Los Angeles, California 90015

Licensed in Virginia since April 1998

Bachelor of Science in Natural Resources

December 1990

University of Michigan, Ann Arbor, Michigan 48109

ADDITIONAL EXPERIENCE/SKILLS

- Strong executive leadership and management skills.
- Expert knowledge of international conservation financial assistance programs and the laws used to implement them, including the Endangered Species Act and the Multinational Species Conservation Acts.
- Comprehensive understanding of U.S. wildlife laws, including the Endangered Species Act, Lacey Act, Marine Mammal Protection Act, Wild Bird Conservation Act, Migratory Bird Treaty Act, Rhino and Tiger Product Labeling Act, and the regulations that implement these laws.
- Expert knowledge of implementation and enforcement of CITES, in the United States and internationally.
- Strong knowledge of and experience with board and commission operation and service
- Strong knowledge of zoo and aquarium operations, including animal welfare and conservation
- An excellent worldwide network of conservation and wildlife trade-related contacts, including government officials, conservation organization employees, scientists, etc.
- Excellent ability to collect and assess a diverse array of data and coalesce information into a sound, well-supported position.
- Excel at managing and getting positive results from a diverse staff.
- Exceptional understanding of domestic and international wildlife trade, wildlife trade law, and wildlife law enforcement.
- Strong ability to communicate effectively both orally and in writing.
- Served as Acting Refuge Manager, Chesapeake Marshlands National Wildlife Refuge Complex, Cambridge, Maryland, October/November 2011.
- Served as Acting Chief, Office of Endangered Species Act Litigation, Endangered Species Program, April/May 2012.
- Graduate of and coach for the U.S. Fish and Wildlife Service's Advanced Leadership Development Program.

PUBLICATIONS/REFERENCES

Publications and references available upon request.