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OVERVIEW

- Experience (over 15 years) includes fisheries production, consulting, research and teaching (associate professor).
- Training and hands on experience in sturgeon aquaculture, designing and building recirculation and flow through systems, business planning etc.
- Articulate communicator with excellent presentation, documentation and research skills.
- Adaptability to new working and social environments; well integrated in different teams (Romania, Canada, France, United Kingdom, Germany).
- Trilingual (English, French, Romanian).
- Abilities in using computer software and in computer hardware;
- Species experience: Atlantic sturgeon; shortnose sturgeon; stellate sturgeon; Siberian sturgeon.

EDUCATION

2008-2009 UNIVERSITY OF NEW BRUNSWICK, WALLACE MCCAIN INSTITUTE FOR BUSINESS LEADERSHIP, ENTREPRENEURIAL LEADERS PROGRAM

- A small, exceptional group of high potential entrepreneurs are invited each year to this challenging program, where insights are exchanged and experiences are shared;
- During the one-year program, each of the sessions will focus on a different topic. Each topic will be presented in an academic format and then expanded upon through discussions with guest entrepreneurs.

2009 QUEEN'S UNIVERSITY, EXECUTIVE DEVELOPMENT CENTRE Marketing Course Certificate

- Develop a fully-integrated marketing plan
- Align marketing strategy with the business strategy in order to gain buy-in across the organization
- Use effective marketing tools and techniques, including emerging online tools and social networks
- Implement measurement practices to ensure efficiency and effectiveness

2001 "LOWER DANUBE" UNIVERSITY OF GALATI, ROMANIA PhD in Fisheries Engineering (part time) co-direction with UNIVERSITY OF BORDEAUX 1, FRANCE

- "MAGNA CUM LAUDAE" award.
- Scientific supervisors: prof.dr. Nicolae Bacalbasa-Dobrovici ("Lower Danube" University) and dr. Patrick Williot (Cemagref Bordeaux and HDR University of Bordeaux I, France).
- PhD Dissertation: "Advances in Studying the Biology and the Exploitation System of Stellate Sturgeon (*Acipenser stellatus* Pallas 1771) during the Reproductive Migration in the Lower Danube".

1995 HULL INTERNATIONAL FISHERIES INSTITUTE, UNITED KINGDOM Postgraduate Certificate in Aquatic Resources and the Environment, subjects:

- Policies, instruments and legislation; aquatic resource management planning
- Environmental issues, economics and impact; resource demands and conflicts;
- Habitat degradation and rehabilitation; Environmental impact assessment
- Management and planning of fisheries projects

1994 HULL INTERNATIONAL FISHERIES INSTITUTE, UNITED KINGDOM
Postgraduate Certificate in Fisheries Product Quality Management & Marketing,

subjects:

- Fish Quality & Assurance; HACCP Theory & Practice; EEC Fishery Products Legislation; Sensory & Non-sensory Testing; Project Management Techniques; Risk Assessment Methodology; Documentation; Fish Marketing; Hygiene Management; Quality Management (ISO 9000); Fundamentals of Exporting; Safety Assurance System Development; QMS Auditing\Vendor Assurance; Marketing Strategy
- completing a practical QMS audit of a fish processing manufacturing operation.

1987-1992 "LOWER DANUBE" UNIVERSITY OF GALATI, ROMANIA
B.Sc. in Fishing and Aquaculture.

- B.Sc. Dissertation: Socio-economical and technological aspects of increasing the profitability of a large extensive fish farm (case study - Hanesti Fish Farm, Romania).
- Graduated with A+ average and rank in the first 5% of the 50 students class.
- Participating in the student research activities and presenting scientific papers in informatics and genetics.

PROFESSIONAL EXPERIENCE

October 2004 – Owner and operator of the aquaculture and consulting company
“Acadian Sturgeon and Caviar Inc”, Carters Point, NB, Canada

- Designing, building and operating Carters Point Sturgeon Hatchery with a capacity of over 20 kg of fertilized eggs, 200,000 sturgeon larvae and 25,000 fingerlings;
- Producing and exporting all over the world Atlantic and shortnose sturgeon fertilized eggs, larvae and juveniles;
- Designing and setting up our processing plant for meat and caviar in Carters Point, NB;
- Starting the development of a 10 mt caviar sturgeon growout operation in Carters Point, New Brunswick, Canada

Oct. 2003 – October 2005 UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN, NB
Biology Department
Research Associate

- Sturgeon aquaculture research in recirculating and flow through systems.
- Redesigning and setting up of new recirculating systems in Center for Aquaculture and Coastal Studies, UNBSJ (Dr. Litvak Laboratory);
- Co-Writing successful R&D projects to AQUANET and NSERC in the field of sturgeon aquaculture.

April 2004 – October 2004 GRAY AQUA FARMS LTD. and UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN, NB
NSERC Industrial Postdoctoral Fellow

“Improvement of the sturgeon aquaculture technology by assessing the maturation and classification of the sexes through less or non-intrusive methods”

- Organizing the setting up of the production and R&D capacity at the Grays Aqua Farms, company which was diversifying from Atlantic salmon to sturgeon;
- Successful spawning of both shortnose and Atlantic sturgeon; training and supervising the technicians for larval and juvenile growing;
- Staging and sampling of broodstock for developing less intrusive methods for assessing the maturation stage.

**1998 - 2003 "LOWER DANUBE" UNIVERSITY OF GALATI, ROMANIA,
Fishing and Aquaculture Department
Associate professor**

- Teaching of undergraduate (Hydrology, Fisheries Engineering – 25 students/ class) and postgraduate (Aquaculture in recirculating systems, Fish marking techniques – 10 students/ class) courses. Supervising 2 MSc students and 2 PhD students.
- Research in sturgeon biology and exploitation, growing of fish in recirculating systems and aquaculture economics.
- 2001 – 2003: Responsible of the Recirculating systems laboratory - designing, realizing and testing an original recirculating system for growing stellate sturgeon juveniles (publication in preparation); development of a native live fish collection (20 species) in the laboratory aquariums.
- Writing proposals and participating in research projects as “Comparison of the reproduction physiology of two sturgeon species (*Acipenser baeri* and *Acipenser stellatus*) in order to ameliorate the reproduction and breeding of *Acipenser stellatus*”(BRANCUSI Fund, Franco-Romanian) and “Technologies for breeding sturgeons in recirculating systems” (AGRAL Project, Romanian Academy of Agricultural Sciences).
- Served on the Advisory committee for establishing the CITES quotas for the sturgeon species in Romania. Collaborates with US Fish & Wildlife Service in providing data for analyzing the beluga sturgeon listing on the Red list of the US.

**1993 - 1998 "LOWER DANUBE" UNIVERSITY OF GALATI, ROMANIA,
Fishing and Aquaculture Department
Assistant professor**

- Laboratory assistant for undergraduate courses (Hydrology, Fisheries Engineering).
- Research associate in Danube River fisheries and aquaculture.
- 1995 – 1996 Teacher for postgraduate courses in business management and project management and planning, organized in fisheries and food industry field with the contribution of the British Council of the United Kingdom;
- Participated in the Consulting extension of the Fish Culturists and Fishermen Association of Romania for different projects regarding the aquatic resources (for example “Aquatic resources management plan for the Danube river”) and different fisheries business.

**1992 - 1993 Trout research and production station of Potoci, Neamt, Agricultural and Forestry Research Institute (ICAS) Bucharest)
Production engineer.**

- Participating in technological activities (responsible with a team of 5 fishermen) as feeding, treatments and fishing rainbow trout bred in cages (production capacity of about 100 t/year).
- Setting up a technological line for processing (smoking) of trout and new product development and marketing.

PUBLICATIONS

Peer-reviewed journals (4); Proceedings and professional journals (18); Books or chapters in books (4).

SPECIALIZATION PERIODS

- 04, 2001 Cemagref Bordeaux, St. Seurin Experimental Station – France
Artificial reproduction of Siberian sturgeon. (Dr. Patrick Williot).
- 09 – 12, 2000 Bordeaux I University, Genomics and Physiology of Fish Laboratory – France
Physiological parameters of sturgeon reproduction – vitellogenin, hormones. (Assoc.Prof. Blandine Davail-Cuisset).
- 09 – 12, 1999 Cemagref Bordeaux, Inland Aquatic Resources Research Unit and Bordeaux I University, Biology of Reproduction of Fish Laboratory – France
Physiological parameters of sturgeon reproduction – vitellogenin, hormones. (Prof. Françoise Le Menn).
- 09,1998 – 01,1999 Cemagref Bordeaux, Inland Aquatic Resources Research Unit – France.

Fish stock assessment, population dynamics and maturation studies. (Dr. Patrick Williot)

- 09 – 12, 1997 National Museum of Natural History, General and Applied Ichthyology Laboratory, Paris – France
Ichthyology, Sturgeon species. (Prof. Roland Billard).
- 06 – 07, 1995 Hull International Fisheries Institute, University of Hull – United Kingdom
Fisheries Product Quality Management & Marketing. (Prof. Keith Haywood)
- 06 – 07, 1994 Hull International Fisheries Institute, University of Hull – United Kingdom
Management of Aquatic Resources. (Prof. Keith Haywood)

AWARDS

- 2008 “Innovation recognition” by Business New Brunswick and the Entreprense Network of NB.
- 2007 “INNOVATIVE EXPORTER OF NEW BRUNSWICK”, honorary mention awarded by
Canadian Manufacturers Association and Business New Brunswick
- 2001 “MAGNA CUM LAUDAE” PhD in Fisheries Engineering;
- 1998-2003 “MERITORY EMPLOYEE AWARD” of Fishing and Aquaculture Department,
University of Galati, Romania

AFFILIATIONS/MEMBERSHIPS

- sponsor and member of World Sturgeon Society (WSS);
- member Aquaculture Association of Canada (AAC);
- member Romanian Fish culturists and Fishermen Association (APPR);
- editor-in-chief of the biannual magazine “Fish culture and Fishing” of the APPR (2000-2003);
- member International Association for Danube Research (IAD).

SELECTIVE LIST OF PUBLISHED PAPERS:

Peer-reviewed journals

- Ceapa C., P. Williot, Le Menn, F. and Davail-Cuisset, B. (2002). Plasma sex steroids and vitellogenin levels in stellate sturgeon (*Acipenser stellatus* Pallas) during spawning migration in the Danube River. *Journal of Applied Ichthyology*, 18, p. 391 - 396.
- Ceapa C., P. Williot, and N. Bacalbasa-Dobrovici. (2002). Present state and perspectives of stellate sturgeon brood fish in the Romanian part of the Danube, *International Review of Hydrobiology*, vol. 87, issue 5/6, p. 507-513.
- Williot, P., Gulyas, T. and Ceapa, C. (2002). An analogue of GnRH is effective for induction of ovulation and spermiation in farmed Siberian sturgeon *Acipenser baerii* Brandt. *Aquaculture Research*, 33, 735-737.
- Costin, G.M., Rauta M., Pecheanu, C., Ceapa, C. (2000). Optimisation of feeding regime for Cyprinid juveniles, In: I. Csengeri, A. Szito, Z. Gy. Papp and A. Tacon, *Fish and crustacean nutrition methodology and research for semi-intensive pond-based farming systems*, Fisheries Development, vol. 23, p. 67-74.

Books or chapters in books

- Cristea C., Grecu, I., Ceapa, C. (2004). *Engineering of the recirculating systems in aquaculture*, Editura Didactica si Pedagogica, Bucharest, 304 p., ISBN 973-30-2785-5 [in Romanian].
- Ceapa, C., Suciu, R., Lepage, M. (2003). *Marking methods for fish and other aquatic organisms*. Editura Didactica si Pedagogica, Bucharest, 144 p., ISBN 973-30-2797-9 [in Romanian, in press].
- Ceapa C. (2001). *Advances in Studying the Biology and the Exploitation System of Stellate Sturgeon (Acipenser stellatus Pallas 1771) during the Reproductive Migration in the Lower Danube*, PhD Dissertation, (referees: P. Williot, B. Davail-Cuisset, N. Patriche and R. Suciu), University of Galati, 147 pp [in Romanian].
- Razlog G., Ceapa C., Metaxa I. (2000). *Fisheries Projects Management and Planning*, Ed, Mongabit, Galati, 134 pp [in Romanian].
- Razlog G., Ceapa C., Metaxa I. (2000). *Business Management in Fisheries*, Ed, Mongabit, Galati, 127 pp [in Romanian].