

Rebecca Bryson, M.P.P. Associate

HIGHER EDUCATION

- 1998 Kennedy School of Government, Harvard University, Cambridge, MA**
Master in Public Policy with concentration in Political and Economic Development.
- 1991 Stanford University, Palo Alto, CA**
Bachelor of Arts in International Relations

PROFESSIONAL EXPERIENCE

2000- Present CONCUR, Berkeley, CA

Associate. Mediate complex, multiparty environmental disputes and facilitate collaborative public review processes for government agencies. Extensive experience in strategic planning, mediation, facilitation, team-building and training. Design and conduct professional training workshops to develop collaborative problem solving, communication, and mediation skills.

Work with a range of state and federal agencies, such as: U.S. EPA, U.S. Army Corps, U.S. Fish and Wildlife Service, National Marine Fisheries Service, California Fish and Game Department, California Regional Water Quality Control Board, Santa Clara Valley Water District, 15 cities in Santa Clara County, and the San Jose Redevelopment Agency. Issues range from flood control to water supply and habitat restoration. Projects involve implementation of such state and federal statutes as the Endangered Species Act, the Clean Water Act, and NEPA/CEQA. Recent project responsibilities include:

- Responsible for strategic planning and stakeholder involvement activities for the Clean Estuary Partnership (CEP). CEP is a 5-year collaborative effort between the Regional Water Quality Control Board, dischargers and environmental groups to guide the development of Total Maximum Daily Loads (TMDLs) for the San Francisco Bay Delta.
- Facilitated a Collaborative process between the Santa Clara Valley Water District 15 cities, the County and several environmental/community interest groups to address land use issues near streams and the potential impact to water resources. This project involved managing both a Policy Team and 4 Technical Work Teams to develop jointly agreed upon Guidelines and Standards and Implementation Framework to protect water quality and quantity in the County.
- Partnered with Natural Heritage Institute and several African partners to facilitate the Sharing Water project and provide training in negotiation and joint fact-finding to 50+ participants from Angola, Botswana and Namibia. The project was designed to promote long-term sustainable management of the Okavango/Cubango Delta through the use of joint fact-finding, a shared data management system, and a transparent, participatory decision-making model.
- Facilitated the activities of the Independent Scientific Review Panel in Humboldt County, CA. Science Panel convened by the North Coast Regional Water Quality Control Board to address issues related to logging, sedimentation and the associated impacts on beneficial uses. Produced two reports, including a review of Pacific Lumber's Company's Habitat Conservation Plan. Results will be integrated into the development and implementation of TMDLs in five watersheds.
- Facilitated an international team of scientists convened by the Eden Again Project to provide advice on the technical aspects of restoring the Tigris-Euphrates marshland in Iraq. Designed a stakeholder outreach strategy to ensure that local stakeholders have a voice in how the marshlands and their cultural heritage is preserved and restored.
- Managed and co-facilitated the Guadalupe River Flood Control Project Collaborative, responsible for developing an agreement on a flood control and mitigation plan for the Guadalupe River in downtown

San Jose. This three-year multiparty negotiation focused on balancing the flood control needs of the city against the protection of endangered fish habitats.

- Led a series of public workshops to review progress and elicit public input throughout development process for "Plan B", the California Public Utilities Commission's alternative water supply contingency plan for the Monterey Peninsula.
- Conducted 35 confidential interviews and conducted a situation assessment for the Shoalwater Bay Tribe in Washington state to analyze prospect for future collaboration between the Tribe and local community to address issues related to water quality, coastal erosion, and community development.
- Worked with team charged with evaluating the economic effects of a proposal to buy back and retire land in the Westlands Water District as a means of settling long-term water supply and drainage disputes with the Bureau of Reclamation. Conducted stakeholder interviews and presented the results at public meetings.

- 1998-2000** **World Bank, Private Sector Development Department, Washington, DC**
Consultant. Developed internal business plans and grant proposals. Assessed best practices for increasing investment in Asia and Africa. Designed national reform strategies and recommendations. Established and supported local implementation task forces.
- Developed domestic capacity building and leadership training initiatives for improving the management and performance of Asian firms.
 - Designed innovative tripartite mechanisms for improving labor-management relations.
 - Devised strategies to develop a competitive, sustainable tourism industry in Southern Africa through cross country collaboration and community participation.
- 1997** **Council for Scientific and Industrial Research, Pretoria, South Africa**
Internal Management Consultant. Developed strategic management model. Designed human resource policy and performance management system.
- Devised and implemented strategies for developing employees by creating focus groups, team-building initiatives, and leadership development programs.
- 1994-1996** **Showtime Networks, Inc., New York, NY**
Senior Team Coordinator. Executed a reengineering effort to restructure the Financial Services Department into a team-based environment. Developed and led team-based training and development initiatives across departments and produced training manual for other divisions.
- Directed task force that devised management structures, communication procedures and corresponding performance evaluation model.
 - Served as Chair of the Organizational Development Committee
- 1992-1993** **Volunteers in Asia, Beijing, China**
Program Supervisor. Managed program and led training institute for recent college graduates to teach English at Chinese universities.

ADDITIONAL PUBLICATIONS AND EXPERIENCE

- 2001** *CONCUR Mediates End to Flood Control Stalemate in Silicon Valley, Northern California Mediation Association Newsletter*, Winter 2001, No. 58. Co-authored with S. McCreary.
- 2001** *Applying Mediation Tools to Integrated Coastal Zone Management.* Co-authored with S. McCreary, et. al. **Coastal Management Journal**, Volume 29, Number 3, 2001.
- 2001** *Using Independent Scientific Review to Strengthen Public Participation in Environmental Decision-Making in the Pacific Rim.* with S. McCreary and R. Atkinson. Presented at the Third Conference on Participatory Design and Planning for the Pacific Rim. Ching-Be, Matzu Island, Taiwan, May 28-30, 2001.