

## **James C. (Jim) Pierce**

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### ***Work Experience***

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#### **Independent Contractor/Special Project Manager, 2016-present**

- Independent Organic Inspector/Auditor: Inspecting to the National Organic Program [NOP]; Processing/Handling, Crop, Livestock and Wild Harvest. PCO, SCS.
- Pennsylvania Certified Organic [PCO]: Event/Project Management, Grant writing and implementation, Newsletter writing, editing and approval, Partnership development, Representation/Speaking at public events, Comprehensive Marketing Plan, Facilitation with Board Education and Outreach Committee
- Nature's International Certification Services [NICS]: Internal Auditor. Full in depth audit of the Certification/Quality Program to NOP Accreditation Assessment Checklist 2005.
- Scientific Certification Services [SCS]: Performed a detailed GAP analysis between SCS Sustainably Grown standard and the Leonardo Academy ANSI LEO 4000 Sustainable Agriculture Standard.

#### **Global Certification Program Manager/Oregon Tilth Certified Organic (OTCO), 2008 to 2015**

- Monitor, assess, interpret and communicate International Organic Standards for Clients, Inspectors and Staff.
- Manage international accreditations through ISO 17065 including; Canada Organic Regime [COR], EU 834, Global Organic Textile Standards [GOTS].
- Facilitate market access for organic products by facilitating compliance with international import and export requirements.
- Educate staff, clients and the public regarding matters of International Organic Compliance.
- Train staff and inspectors on international organic compliance issues.
- Attend and participate in international conferences and trainings.
- Represent US certifiers in international forums regarding organic certification.
- Network with US and International certifiers in order to achieve fairness and consistency in interpretation and implementation of organic standards.
- Develop policies, procedures and documents related to compliance with international activities.
- Serve as a member of the Certification Management Team providing leadership and facilitating all aspects of a quality certification program.

#### **Certification Manager, Organic Valley/CROPP Cooperative, 1995 to 2008**

- Manage all aspects of organic and kosher certification compliance for the world's largest organic farmer cooperative.
- Provide education on certification to all sectors of the cooperative including: marketing, consumer relations, sales support, and farmer support staff.
- Provide consulting to Farmers and Processors throughout the organic application, inspection and corrective action certification process.

- Represent the cooperative at industry and consumer events.
- Monitor and participate in local and national organic standards forums.
- Provide information regarding the cooperative and organic agriculture to the media.
- Manage certification staff and department budget.
- Employed by the cooperative since 1989.

#### **Consultant, Virgin Islands Farmers Cooperative, 2007**

- Assisted in securing a USDA Small Minority Producers Grant to establish the cooperative.
- Performed on site research to assess market feasibility, explore market channels, establish cooperative leadership and develop a marketing plan.
- Drafted and presented a multifaceted, relationship-based marketing plan including direct, indirect and community support strategies.

#### **Owner/Operator, Trout Palace, La Farge WI 1989-2010**

- Manage and maintain facilities for hatching, nursery, grow out, processing and live hauling of rainbow trout (*Oncorhynchus mykiss*).
- Responsible for all aspects of management, including record keeping, product development, marketing, regulatory compliance, budgeting and customer service.
- Actively participate in aquaculture issues including the development of organic standards on state and national levels as an officer of the Wisconsin Aquaculture Association.

#### **Manager, Kahuku Prawn Company, Kahuku, Oahu HI; 1983-1988**

- Managed a 25-acre freshwater prawn (*Macrobrachium rosenbergii*) farm including broodstock collection, hatching, nursery, grow out, harvest, and record keeping.
- Designed and built a brackish water hatchery for post larvae production including; larvae collection tanks, hatchery tanks and bio-filters.
- Customer service, Human resources/personnel management.
- Biosecurity and Invasive species management/eradication.

#### ***Education and Training***

- Bachelor of Science, Western Illinois University, Microbiology major Zoology minor with emphasis in Aquaculture;Limnology and Ichthyology.
- Organic Livestock and Processing Inspector through International Organic Inspectors Association [IOIA], Freshman Inspector mentoring.
- National Organic Program and Accredited Certifier Training.
- Japan Agricultural Standards Inspector.
- National Organic Program Compliance Training.
- Project Management Fundamentals OSU Online course 20 hours.

#### **Experience and Accomplishments**

- Staff support for CROPP CEO George Siemon, NOSB member and Livestock Committee Chair 2000-2005.

- CROPP IFOAM liasian; 1st IFOAM International Conference on Animals in Organic Production 2006, IFOAM General Assembly Modena Italy 2008
- Directly involved with organic certification of the Organic Valley CROPP Cooperative, managing the expansion from 3 to 80+ Co-Pack plants and from 20 to 1200+ farmer/members.
- Served as In In-House Consultant to facilitate organic certification of 50 processing plants.
- Successfully petitioned 3 materials to §205.605(b), 8 Materials to §205.603 and 3 materials to §205.606.
- Launched production component of four species organic meat program in 2000-2002 to coincide with the implementation of the National Organic Program Final Rule.
- Authored the first version of Organic Valley's Animal Husbandry Standards 2007 based on extensive stakeholder input.
- Head of Methionine Task Force 2004-2005 resulting in the successful allowance of Methionine for organic production.
- Participated in the launch of eXtention eOrganic resource to consolidate farmer resource tools.
- Worked collaboratively in a leadership capacity to create the first ANSI Sustainable Agriculture Standards in the US, which encompassed Social and Economic as well as Environmental aspects.

## ***Affiliations***

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- Organic Trade Association International Task Force Working Group.
- National Organic Program Aquaculture Working Group 2004.
- Independent Organic Inspectors Association Member 2007-present
- Sustainable Food Trade Association [SFTA] Founding Board Member 2009-2016.
- ANSI Sustainable Agriculture Standards Committee 2000-2008. Structure and Process Committee Chair.
- International Accredited Certification Bodies [IACB] Founding Board Member and Vice-Chair 2013-2015.
- Richland Center-Santa Teresa Sister City Project Board 2004-2010
- Penns Valley Conservation Association [PVCA] Board 2012-2018. Chair
- University Mennonite Church Elder 2015-2018
- IFOAM Organics International North America Board (nominee)
- Boy Scouts of America, Eagle Scout 1977, Cubmaster 1990-2010
- La Farge Child Care Center, Steering Committee and founding Board Member

## ***Presentations***

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| <b>Date</b>                       | <b>Title</b>                                      | <b>Audience</b>     |
|-----------------------------------|---|---------------------|
| <b>October 2014, October 2013</b> | <i>International Organic Standards and Export</i> | OTCO Client Webinar |

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| <b>September 2014</b> | <i>Organic Imports: A necessary evil, a crisis, or hope for the Global South?</i> | Natural Products Expo/All Things Organic Panel            |
| <b>February 2014</b>  | <i>International Organic Standards and Export.</i>                                | OTCO Inspector Webinar                                    |
| <b>January 2013</b>   | <i>International Issues and Solutions</i>   | Accredited Certifiers Association (ACA)                   |
| <b>February 2013</b>  | <i>US-EU Equivalency Arrangement – One Year Later</i>                             | Biofach Organic Trade Fair - Germany                      |
| <b>November 2010</b>  | <i>Advanced Inspector Training International Update</i>                           | Independent Organic Inspectors Association                |
| <b>July 2007</b>      | <i>We Are All Smarter Than Any Of Us</i>  | National Cooperative Grocers Association. Closing Keynote |
| <b>February 2006</b>  | <i>Organic Aquaculture – Research, Policies and Critical Issues</i>               | US Aquaculture Association Conference                     |
| <b>August 2005</b>    | <i>Achieving Success In Organic Certification</i>                                 | International Food Technologists Conference               |

## ***Publications***

**November 2012:** In Good Tilth Magazine: *Getting Organics over the Great Wall*

**March 2012:** In Good Tilth Magazine: *The Dawning of the Age of Equivalence*

**December 2011:** In Good Tilth Magazine: *Have Faith in the National Organic Standards Board Or Yes Virginia, there is still some sanity in Washington DC.*

**March 2010:** First Alternative Coop: *Success through integrity, the NOP Organic Label*

**March 2009:** Organic Trade Association: *The importance of organic traceability and transparency*

**2007:** Virgin Island Farmers Cooperative: *Virgin Island Farmers Cooperative Marketing Plan*

**2007:** Organic Valley/CROPP Cooperative: *Organic Valley CROPP Animal Husbandry Standards*

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