

Hermann Kam

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ABOUT ME

I am a highly driven researcher with a strong track record of delivering high impact work in the policy-science nexus. I am passionate about leveraging my expertise in environmental policy and social science to deliver meaningful and well-rounded solutions to the issues facing agriculture, biodiversity and climate change.

WORK EXPERIENCE

POLICY ANALYST

INSTITUTE FOR EUROPEAN ENVIRONMENTAL POLICY

JUL 2024 – PRESENT

- Co-led and managed the policy work package on five-year EU horizon project
- Established overall research plan, work planner and guides for team to deliver project outcomes
- Initiated and oversaw policy analysis and desk study examining the gaps and opportunities of EU policies to contribute to combatting land degradation
- Prepared a brief and social media post highlighting the extent to which EU policies are addressing land degradation

POSTDOCTORAL RESEARCH ASSOCIATE

UK CENTRE FOR ECOLOGY AND HYDROLOGY

AUG 2023 – PRESENT

- Co-led and managed the social science work package of a five-year multi-institution project
- Utilised qualitative research methods to investigate the drivers of adoption of net-zero farm innovation practices across farming sectors
- Organised regular meetings within and across work packages to ensure alignment in data collection and activities
- Contributed to the design and analysis of work being carried out in several other multi-institution UKRI funded projects

INDEPENDENT RESEARCH CONSULTANT

ECORYS Brussels NV (sub-contract)

NOV 2023 – AUG 2024

- Produced a report on current agricultural policies in England for the EU Commission (DG AGRI), providing environmental, regulatory and economic assessments on schemes primarily focused on delivering public goods

RESEARCH ASSISTANT

IMPERIAL COLLEGE LONDON, UK

APR 2023 – AUG 2023

- Collaborated with multidisciplinary research team to investigate the social, technological and policy innovations needed for a food and land compatible net-zero pathway in the UK
- Designed expert interviews with academics from different fields of research to gain a comprehensive understanding of research objective
- Organised and co-ran fortnight meetings and compiled meeting summary

GRADUATE TEACHING ASSISTANT

IMPERIAL COLLEGE LONDON, UK

APR 2021 – MAY 2023

- Delivered 10 lectures and tutorials to the MSc. Environmental Technology cohort. Topics ranged from *qualitative research methods*, *agricultural policies in the UK* to *sustainable food systems*
- Thesis co-supervisor to five MSc. students. Research ranged from landholder collaboration to promote landscape scale conservation to examining the nature finance gap in the UK

RESEARCH ASSISTANT

UNIV. OF NEW SOUTH WALES, AUSTRALIA

MAR – AUG 2019

- Collaborated with a team of university and government researchers to investigate the then fledgling Australian carbon market's fit for purpose; leading to peer-reviewed journal publication
- Co-organised workshops and focus groups to assess the economic and social impacts the carbon market had on farm businesses and local communities
- Liaised with Government agencies to prepare and deliver regular government policy reports under strict deadlines

EDUCATION

PH.D., ENVIRONMENTAL POLICY

IMPERIAL COLLEGE LONDON, UK

AUG 2023

Thesis Title: *"New land managers: opportunities for delivering public goods through collaborative conservation"*

Supervisor: Prof. Clive Potter

- Evaluated UK's past agricultural policies and identified key economic and policy shortcomings with regards to conservation objectives together with its implications towards land use in the countryside
- Led research team that analysed the "Public Money for Public Goods" principle in EU legislation to determine key elements necessary for ideas to be implemented into policy, leading to 1 peer-reviewed publication
- Collaborated on study that investigated the barriers and policy interventions required to realise the UK's Nature Recovery Network under the 25 Year Environment Plan, leading to 1 peer-reviewed publication
- Established a network of connections with a diverse range of stakeholders (e.g., DEFRA, the CAAV, The National Trust, AONBs and Wildlife Trusts) to gain a comprehensive grasp of the multitude of perspectives around the rapidly changing agricultural policy landscape
- Conducted mixed method study with over 60 land managers to establish models of collaboration that informs policies on ways to effectively engage different landholders into landscape scale conservation
- Presented research in 3 prestigious conferences in the UK (100+ and 2000+ attendees respectively)

M.PHIL., ENVIRONMENTAL MANAGEMENT

UNIV. OF NEW SOUTH WALES, AUSTRALIA

2019

Thesis Title: *"Impacts of Absentee Landholders on Cross-property Conservation and Production Initiatives: A Case Study of the Central Tablelands, NSW"*

Supervisor: Prof. Graciela Metternicht, Dr. Alex Baumber, Dr. Rebecca Cross

- Collaborated with international researchers to investigate key characteristics of a poorly understood group of landholders and their impacts towards conservation
- Assessed ways in which government agencies can enhance outreach to effectively engage these landholders into conservation initiatives; leading to 2 peer-reviewed journal publications

MASTER OF ENVIRONMENTAL MANAGEMENT

UNIV. OF NEW SOUTH WALES, AUSTRALIA

2017

BACHELOR OF SCIENCE, BIOLOGY

UNIV. OF MASSACHUSETTS AMHERST, USA

2017

PUBLICATIONS

- **Baldock, D. & Kam., H. 2024**
Agri-Environmental Policies in England after Brexit
Institute for European Environmental Policy
- **Kam., H. 2024**
Opportunities for achieving landscape scale conservation in England
Journal of Rural Studies
- **Kam., H. 2024**
Incentivising public goods delivery in the UK through the lens of Theories of Practice and Theory of Capital
Sociologia Ruralis
- **Kam., H. & Potter., C. 2024**
Who should deliver Agri-Environmental public goods in the UK? New land managers and their future role as public good providers
Land Use Policy Journal
- **Jones., RF, Kam., H. & Potter., C. 2023**
Are landholders willing to collaborate under ELMs? Promoting collaborative conservation on a landscape scale in the UK
Journal of Rural Studies
- **Kam., H, Smith., H, & Potter., C. 2023**
Public Money for Public Goods: The role of ideas in driving agriculture policy in the EU and post-Brexit UK
Land Use Policy Journal
- **Baumber., A, Cross., R, Waters., C, Metternicht., G, & Kam, H. 2022**
Understanding the Social Licence of Carbon Farming in the Australian Rangelands
Sustainability Journal
- **Kam, H., Metternicht., G, Baumber., A & Cross., R. 2020**
Understanding patterns of information sourcing and motivations to collaborate among absentee landholders: a case study of the Central Tablelands, NSW
Journal of Environmental Science and Policy
- **Kam, H., Metternicht., G, Baumber., A & Cross., R. 2019**
Engaging Absentee Landholders in Ecosystem Service Delivery in South-Eastern Australia
Ecosystem Services Journal

MEMBERSHIPS

- Early Career Researchers board member, UKRI AgriFood Network+
- Associate Fellow, Royal Geographical Society
- Member, Global Land Programme

SKILLS

- Microsoft applications (Excel, Word, PowerPoint and Teams)
- NVivo, ATLAS, ti
- Tableau, ArcGIS
- Fluent languages: English and Mandarin Chinese
- Quantitative data analysis (e.g., Factor analysis and Correlation analysis)
- Qualitative research methods (surveys, interviews, Q-methodology, focus groups and thematic analysis)