

IHO File No. S1/6100/2026

ASSEMBLY CIRCULAR LETTER N°2 Bis1
26 May 2025

4th SESSION OF THE IHO ASSEMBLY (A-4)

Monaco, 19-23 April 2026

NOMINATION OF ADAM GREENLAND BY
NEW ZEALAND FOR THE POST OF IHO DIRECTOR

References:

- A. Assembly Circular Letter No.2 dated 29 April 2025 – *Call for nomination of candidates for the position of IHO Secretary-General and IHO Director.*
- B. General Regulations of the IHO, Article 21
- C. General Regulations of the IHO, Article 26 (a)

Dear Hydrographer,

1. Reference A invited IHO Member States to nominate candidates for the position of IHO Secretary-General and IHO Director and indicated that the names of candidates and their nomination forms will be published as soon as they are received.
2. New Zealand has nominated **Adam GREENLAND** to stand for election (Reference C) at the 4th Session of the IHO Assembly for the post of IHO Director. The nomination form is enclosed.
3. As required by Reference B, the Secretary-General will collate all the nominations received and present a consolidated inventory as part of the documentation for the consideration of the Assembly.

Yours sincerely,



Dr Mathias JONAS
Secretary-General

Annex: Nomination Form from New Zealand

**Candidature for a post of¹**☐ **SECRETARY-GENERAL**☒ **DIRECTOR**

(Article 20 of the General Regulations)

Candidature à un poste de¹☐ **SECRETAIRE GENERAL**☒ **DIRECTEUR**

(Article 20 du Règlement général)

GENERAL – GENERALITES

1. Nominating Member State - *Etat membre qui présente le candidat* : **New Zealand**
2. Name - *Nom* : **Adam James Greenland**
3. Nationality - *Nationalité* : **New Zealand; British**
4. Date of birth - *Date de naissance* : **20 March 1962**
5. Titles and decorations - *Titres et décorations* :

The Alexander Dalrymple Award (2017)

Presented by the United Kingdom Hydrographic Office (UKHO) in recognition of an outstanding contribution to world hydrography.

"Adam has made a significant contribution to capacity building and improving maritime safety in the Southwest Pacific region. As National Hydrographer, he has a wide ranging and busy portfolio from managing a very efficient national and regional production/delivery unit through to representing New Zealand at a variety of strategic fora within the International Hydrographic Organization (IHO).

"He is also a member of the New Zealand Geographic Board (NZGB) and a hugely active Capacity Building Coordinator for the South-West Pacific Hydrographic Commission (SWPHC). In the latter, he has delivered significant training and mentoring initiatives in areas such as maritime safety information, hydrographic surveying training and nautical cartography training. These aspects have significantly benefitted developing Member States across the breadth of an enormous sea area."

EDUCATION AND LANGUAGES - ETUDES ET LANGUES

6. Education (periods, including specialized or special qualifications) - *Etudes (durée, y compris les qualifications spécialisées ou particulières)* :

- 2010** New Zealand Government Natural Resources Sector Leadership Development Programme
- 1997** Postgraduate Diploma (PGD) in Management Studies, University of Greenwich
- 1995** RICS External Examiner at Plymouth University, UK
- 1993** Chartered Surveyor, MRICS (Member of the Royal Institute of Chartered Surveyors – Register No: 91652)
- 1988** Bachelor of Science (BSc) Upper Second Class Honours in Surveying and Mapping Sciences
- 1984** Deck Officer Class 3 Certificate of Competency in the Merchant Navy: watch keeping and cargo operations
- 1983** Technical Education Council Diploma in Nautical Science

¹Tick one box or both - ¹Cocher une case ou les deux

7. Languages (speaking and reading capacity) - Langues (niveau oral et écrit) :

English - first language; French (basic level); Te Reo Māori (appreciation)

SERVICE AND EXPERIENCE² - SERVICES ET EXPERIENCE²

8. Hydrographic service - Services dans l'hydrographie :

8.1 Awards

As National Hydrographer, led the following award-winning projects recognising collaboration and innovation in hydrography:

Surveying and Spatial Sciences Institute's Hydrography Excellence Award (2022)

LINZ collaborated with Napier Port to create New Zealand's first official High Density Electronic Navigational Chart. Published in June 2022, the new high-density chart provides much greater detail than a standard navigational chart. This detail enhances the safety of navigation in and around Napier Port, as well as expanding the range of weather and tidal conditions in which safe navigation may be conducted.

The project won the award for its high level of innovation and technical expertise, and for its significant contribution to the hydrography industry.

New Zealand Spatial Excellence Award for Environment and Sustainability (2019)

LINZ partnered with Marlborough District Council to jointly fund New Zealand's first multi-disciplinary seabed survey of Queen Charlotte Sound/Tōtaranui and Tory Channel /Kura Te Au.

The project won the New Zealand Spatial Excellence Award for Environment and Sustainability in 2019, recognising the wide-ranging insights and navigational, scientific and financial benefits it delivered.

The project ran for 18 months and delivered New Zealand's largest multi-disciplinary survey. Substantial expenses were saved thanks to the collaboration.

The Alexander Dalrymple Award (2017) - as noted on page 1

Presented by the United Kingdom Hydrographic Office (UKHO) in recognition of an outstanding contribution to world hydrography.

8.2 Employment

Toitū Te Whenua Land Information New Zealand (LINZ)

2010-present | National Hydrographer

2005-2010 | Senior Hydrographic Surveyor / Technical Leader Hydrographic

LINZ is New Zealand's government agency responsible for positioning, mapping, hydrography, charting, imagery and distribution of authoritative geospatial data and products.

As National Hydrographer for New Zealand, I am a senior leader and influencer, providing thought leadership across geospatial domains to deliver the organisational vision and outcomes.

In these roles, I have a number of key responsibilities:

- Leading the New Zealand Hydrographic Authority to ensure the navigational products and services produced for New Zealand's areas of charting responsibility support safe shipping and meet safety of life at sea obligations.

²All service and experience relevant to the nomination and which provide an indication of the extent to which the candidate is qualified to serve as Secretary-General or Director. - ²Tout service et toute expérience en rapport avec la candidature donnant une indication de la mesure dans laquelle le candidat est qualifié pour occuper le poste de Secrétaire général ou de Directeur.

- As a senior leader of LINZ, providing leadership to deliver the organisational vision and outcomes.
- Providing strategic direction and technical expertise as the Business Owner for New Zealand's Maritime Digital Transformation programme and its multi-million dollar business case. This programme will deliver the new S-100 standards for digital hydrographic data which will enable next generation charting products and services for the New Zealand area of charting coverage.
- Providing technical leadership to the multi-million dollar business case for the New Zealand's 3D Coastal Mapping programme which will map ~40% of the coastline to help the country prepare for the impacts of climate change.
- Providing technical leadership to the New Zealand Joining Land and Sea programme to develop a tool which will make it easier to convert elevation and depth data to a common datum, allowing for seamless mapping of New Zealand's land and sea areas.
- Representing New Zealand as either a Delegation member or Head of Delegation to IHO Council meetings, Assembly, and Inter-Regional Coordination Committee (IRCC) meetings.
- Board member of the New Zealand Geographic Board (NZGB) Ngā Pou Taunaha o Aotearoa and Chair of the NZGB Undersea Features Naming Committee (UFNC) responsible for existing recorded and published undersea feature names, and proposals for new undersea feature names. The committee maintains the Board's relationships with the IHO-IOC GEBCO Sub-Committee on Undersea Feature Names (SCUFN).
- As part of the GEBCO Seabed 2030 Project – Pacific Ocean Regional Centre, leading the LINZ collaboration in the Technical Management Committee. Responsible for promotion, stakeholder engagement and connections with Regional Hydrographic Offices and science organisations around and within the Pacific to provide bathymetry data to Seabed 2030. In 2021, New Zealand was the first Government to sign an agreement with the Seabed 2030 global seabed mapping project.

Key Achievements

2015-2023: Led the design and delivery of the Pacific Regional Navigation Initiative. This New Zealand government funded aid programme improved maritime safety and supported economic development in the Pacific region by enhancing the quality of hydrographic surveys and nautical charting for Tonga, Samoa, Niue, Tokelau and Cook Islands.

2016: Developed the New Zealand multi-year safety of navigation survey and charting programme based on the risk assessment methodology in partnership with Maritime New Zealand (the government regulatory agency).

2013: Led the design and development of a novel hydrographic risk assessment methodology to prioritise where improvements are needed to achieve the goal of adequate and accurate charting for the Pacific Island countries in the South-West Pacific region. This was accompanied by the development of a Capability Maturity Model to assess nations against the three phases of IHO capacity building. Both Risk Assessment and the Maturity Model have been included in the IHO Capacity Building Strategy.

2006: Led the Hydrographic Database Infrastructure project which successfully moved the New Zealand Hydrographic Authority from a paper based, manual hydrographic office to a *digital-first, data-centric*, single source database solution.

Port of London Authority (PLA)

1989-2005 | Hydrographic Surveyor / Deputy Port Hydrographer

- Senior member of the PLA Hydrographic Service responsible for the continuous monitoring of the river and estuary essential to safe navigation of the River Thames and Estuary. Survey types included safety of navigation for critical UKC, conservancy and environmental monitoring surveys and detailed engineering works.
- Developed and delivered the joint UK University of London / Port of London, MSc Geospatial Sciences (Hydrographic Surveying). The Category A programme has been recognised for 24 years by the FIG/IHO/ICA IBSC as meeting the S-5A Standard of Competency.

UK Merchant Navy

1979-1985 | Deck Officer

- Trained as a Deck Officer with Esso Petroleum Company onboard VLCC large crude oil tankers and product carriers, responsible for the safe and efficient navigation and operation of a ship, including navigation planning, cargo handling, and maintaining the vessel's safety and security

8.3 International Hydrographic Organization (IHO) and other international activities

2024-present	Vice Chair of the Strategic Planning Review Work Group (SPRWG)
2023-present	Member of IHO Council representing South-West Pacific Hydrographic Commission
May 2023	Elected Vice Chair of the IHO 3 rd Assembly (A3)
2020-2023	Chair of the SWPHC
2017-2020	Chair of the FIG/IHO/ICA International Board of Standards of Competence (IBSC) for Hydrographic Surveyors and Nautical Cartographers
2013-2020	Capacity Building Coordinator of the SWPHC
2007-present	Member of the FIG/IHO/ICA IBSC for Hydrographic Surveyors and Nautical Cartographers
1994-2006	Secretary/Vice Chair/Chair of the Commission 4 – Hydrography, International Federation of Surveyors, International Federation of Surveyors (FIG)

Key Achievements

- As Chair of the SWPHC and now representing the Commission on IHO Council, successfully led the delivery of SWPHC Workplan to meet the Goals of the IHO Strategic Plan and increased IHO membership in the region. This was achieved through innovation, strong leadership and a clear vision to shift the SWPHC to be future focused, rather than a mechanism for compliance and reporting.

Activities include:

- The innovative use of a Gap Analysis to identify actions to achieve the IHO Strategic Plan (recommended by IHO for adoption by other Commissions),
- Panel sessions and workshops with external experts on UNGGIM-IGIF, benefits of Open Data and Implementation of S-100 for MS to meet IHO/IMO timelines.
- The launch of a Hydrographic Leaders Programme to support development of a leadership pipeline and increase awareness of the hydrographic activity and interests of the region (adopted by East Asian Commission).
- Promoting the joint Canada/IHO Empowering Women in Hydrography (EWH) Project. SWPHC EWH Network established.
- Providing papers and feedback to IHO and regional bodies:
 - SWPHC Paper to IRCC on raising awareness of hydrography and open data
 - PACIFIC Regional Energy and Maritime Transport Officials Meeting – seeking to engage and collaborate with IHO, IMO, IALA and regional partners to ‘*deliver as one*’ the future Safety of Navigation services in the Pacific region
 - Support the regional consultation on the Pacific One maritime Framework.
- Led the action to deliver Assembly A3 Decision 21, to discuss the request from the SWPHC for the provision of mechanisms to ensure greater inclusion and participation of all Member States at IHO meetings.

In accordance with Council Decision C7/40 led an ad hoc drafting group to prepare an IHO Resolution on *Maximizing Active Participation in IHO Events* and develop Guidelines to assist IHO meeting hosts in its implementation.

- Vice Chair of the SPRWG conducting a review of the Strategic Plan to provide a draft revised IHO Strategic Plan 2027-2032 for the consideration of the 4th Session of the Assembly (A-4) in 2026.
- Capacity Building Coordinator for the SWPHC, responsible for assessing and assisting the sustainable development and improvement of hydrographic capability within the South-West Pacific region. This includes, supporting countries to meet the objectives of the IHO and the obligations and recommendations related to hydrography, charting and maritime safety described in SOLAS Chapter V, UNCLOS and other international instruments.
- As Chair and Member of the IBSC, led the review of submissions and award of recognition of programmes to institutions that meet the relevant Standards of Competence; developed the 'Right First Time' plan to focus institutions effort on producing successful programme submissions; in 2017 delivered a major revision and constructive realignment of the Standards to define what students should know, understand, and be able to do upon completion of a programme; and separation of the suite of Standards to meet the requirements of more diverse applications.
- As Secretary, Vice-Chair and Chair of FIG Commission 4 over a 12-year period, led the strategy and work programme for Hydrography; supported the comms and outreach to professional institutions and partner organisations working closely with the IHO Secretariat on joint Capacity Building initiatives; and developed and the Comm 4 programme of papers and publications to be presented at FIG events.

9. Non-Hydrographic service - *Services autres qu'hydrographiques* :

2025	Member of the New Zealand Institute of International Affairs
2011	Grant of New Zealand Citizenship
1985-1988	Course Representative BSc (Hons) Surveying and Mapping Sciences
1981	Southampton College of Nautical Studies Sailing Club
1976	Royal Yachting Association National Elementary Dayboat Certificate

10. Scientific Activities - *Activités scientifiques* :

I regularly present and publish articles to a wide range of national and international audiences, below is a selection to demonstrate my experience presenting a range of topics to a variety of audiences.

10.1 Select conference presentations

- 2023 3rd Session of the IHO Assembly - Empowering Women in Hydrography (EWH) event.**
SWPHC presentation on Gender Balance, an *Hydrographer Perspective*, and regional initiatives to support this.

Survey and Spatial New Zealand Conference
LINZ and Otago University Presentation on *EWH Diversity in the workplace – Benefits, Barriers and Challenges – How do we effect change?*
- 2018 New Zealand Maritime Pilots Association Conference.** Presentation on how high-density ENC's could help to achieve a shared mental model among the bridge management team. This was in response to concerns that Navigation in pilotage waters due to several recent incident investigations that identified that bridge resource management did not meet international standards.
- 2016 FIG Working Week 2016, Christchurch, New Zealand.** Presentation of Pacific Regional Navigation Initiative, to assist Pacific Coastal States meet their international obligations and improve safety of navigation for domestic shipping and inter-island ferries.

2012 6th International Shallow Survey Conference. Chair of the Conference organising committee. Presentation 'New Zealand Bathymetry: Mapping the farm'. New Zealand's EEZ and ECS is 29 times the size of the country itself, thus giving the country unparalleled opportunities for economic growth.

10.2 Select Publications

A. Greenland, A. DIVER SHOAL – A SCHEME TO IMPROVE DEPTHS WITHIN A CRITICAL AREA OF THE RIVER THAMES. Proceedings of HYDRO'96, 1996.

K. Miller, A. Armstrong, R. Furness, **A. Greenland**, G. Johnston, R. Nairn, N. Roscher, N. Seube, S. Syawie and L. Tsoulos. MAINTAINING THE STANDARDS OF COMPETENCE FOR HYDROGRAPHIC SURVEYORS AND NAUTICAL CARTOGRAPHERS: A MODERN APPROACH. International Hydrographic Review, November Edition 2017.

A. Greenland, S. Caie. GOOD PRACTICE GUIDELINES FOR HYDROGRAPHIC SURVEYS IN NEW ZEALAND PORTS AND HARBOURS. June 2018 & November 2020 revision

D. Seepersad, O. Erikson, **A. Greenland** and K. Miller. BENEFITS OF ASSESSING RISK IN MARITIME NAVIGATION USING IALA AND LINZ METHODS. International Hydrographic Review, May Edition 2020.

A Greenland, B Cooper, J Coppola, A Wilkinson. HOW SEAFLOOR MAPPING REVEALS NEW ZEALAND'S MARITIME HISTORY - LINZ'S HYDROGRAPHIC SURVEY OF TŪRANGANUI-A-KIWA/POVERTY BAY. Hydro International, October 2024.

CANDIDATE'S POSITION - POSITION DU CANDIDAT

Dear colleagues and friends,

I am seeking your support to serve as a Director of the International Hydrographic Organization (IHO). I would welcome the opportunity to bring my passion for hydrography, commitment to service in support of Member States and energy to deliver the IHO vision and strategy to the Director role.

I have a deep commitment to hydrography and a proven track record of leadership and delivery in this field and across other geospatial domains. I would welcome the opportunity to contribute directly to the vision and activities of the IHO as a Director within the Secretariat team.

I have had an incredibly fulfilling career spanning over 45 years in and around the sea. I joined the UK Merchant Navy when I was just 17 years old and have subsequently gained over 40 years hydrography experience. This includes over 20 years involvement with the IHO.

Since 2005, I have been fortunate to be involved with, or led, a number of significant IHO projects that have brought significant benefits to Member States in the South-West Pacific Region.

If successful, I would bring three key attributes to the Director role; a broad perspective, a reputation for delivery, and a passion for the future.

A broad perspective

With extensive experience and insight as a hydrographer, I bring a unique perspective as a user, consumer, and leader in the field. My expertise spans both the Northern and Southern hemispheres, enriched by my mariner experience using hydrographic products at sea.

As a port hydrographer, I have conducted surveys to the highest standards, ensuring the safety and efficiency of maritime operations.

In my role as a National Hydrographer for New Zealand, I have overseen international areas of responsibility, including Pacific Island charting, ensuring compliance with SOLAS requirements and the introduction of new, fit-for-purpose products. Living in an island country, I fully understand the economic benefits and the critical role hydrography plays in supporting global import and export trade.

My diverse roles across industry, government, and professional institutions, including contributions to IHO and FIG committees, have provided me with a broad and in-depth perspective.

I believe these broad perspectives gives me a comprehensive understanding and appreciation of the diverse challenges and opportunities that you, the Member States, face.

A reputation for delivery

I am particularly proud of my reputation for delivery, whether it's leading the delivery of the next-generation S-100 charting products for New Zealand, developing an innovative solution for prioritising charting improvements for the region, or building capacity and diversity within the region.

I take my commitment to 'doing what I say I'll do' and 'to serve' very seriously which are important attributes I bring to any role. As Director, I would actively engage with you, the Member States, to listen and hear about what's important to you and drive improvements for the benefit of everyone.

A passion for the future

I see many exciting opportunities in the future for IHO and Member States. I am particularly excited about how I can work with you to enhance maritime safety, support economic growth, drive innovation, foster global collaboration, and encourage diversity and inclusion in hydrography.

Through my role of Vice-Chair of the IHO Strategic Plan Review Working Group, I have relished the opportunity to be involved in evolving the current strategic plan, which has provided a very strong foundation, while addressing emerging challenges and opportunities.

I see huge opportunity for the IHO to be more influential and contribute to the global maritime community for the benefit of our members.

Three themes of my strategic thinking

If I had the opportunity to serve you in the Director role, my thinking would be guided by three strategic themes; leave no nation behind, building a global workforce for the future, and evolving the IHO to meet your future needs.

Leave no nation behind

To me, leaving no nation behind means creating an inclusive hydrographic community where all states with navigable waters have equal opportunity to participate in the global hydrographic ecosystem and implement modern hydrographic standards.

This principle is important because I believe maritime safety is a universal imperative—gaps in one member state's hydrographic capacity affects all Member States.

Throughout my career, particularly as SWPHC Chair and Capacity Building Coordinator, I've demonstrated unwavering commitment to this principle. I've pioneered innovative approaches like the hydrographic risk assessment methodology for Pacific Island countries and the SWPHC Gap Analysis tool—now recommended by IHO for adoption by other Commissions—which strategically identify and address disparities in hydrographic capacity.

As business owner for New Zealand's Maritime Digital Transformation Programme, I've balanced implementing cutting-edge S-100 products with practical support for neighbouring nations through the Pacific Regional Navigation Initiative. I understand firsthand that successful digital transformation requires bringing everyone forward together—when one nation is left behind, we all lose the opportunity to create a truly comprehensive and connected maritime safety network. My proven track record shows I have the skills, experience and passion to ensure that technological advances strengthen, rather than divide, our global hydrographic community.

Building a global workforce for the future

Building a global workforce for the future is about developing a diverse, skilled, and adaptable hydrographic community capable of navigating the profound technological and environmental changes reshaping our field.

This vision is crucial as we transition to S-100 standards amid increasing demands for marine data beyond traditional navigation—a transition that requires not only technical expertise but diverse perspectives and innovative thinking.

My career has been defined by workforce development initiatives that deliver tangible results. I established the internationally recognized joint UK University of London/Port of London Geospatial Sciences MSc program, served as Chair of the FIG/IHO/ICA IBSC shaping international standards for hydrographic education, and launched the Hydrographic Leaders Programme in the South-West Pacific.

My engagement in the Empowering Women in Hydrography (EWH) initiative and the support of a regional EWH Network demonstrates my commitment to improving gender balance in our field.

Having led New Zealand's Hydrographic Authority through its transformation from paper-based processes to a modern digital environment, I've gained invaluable insights into the skills needed for 21st-century hydrography.

I recognize that our ability to meet tomorrow's challenges depends on investing in our people today—and I have the proven experience to lead this vital work for the IHO.

Evolving the IHO to meet your future needs

I believe that in order to succeed in our organisational aspirations, we must continue to evolve, adapt, influence, and lead in a rapidly evolving maritime ecosystem. As a Director, I would work to ensure the IHO remains relevant, responsive, and valuable to your specific needs.

I have seen the importance of evolution and transformation throughout my career, especially in the context of working in New Zealand's government agency representing all national, authoritative geospatial domains; hydrography, mapping, imagery, positioning and property data.

Like these other geospatial domains, hydrography is facing significant change – mariners have increased expectations for digital products, swift advances in technology and data availability. I am excited about the opportunities these changes will bring to you, the Member States.

I've consistently approached my roles with an eye toward the future, from promoting awareness of hydrography's broader applications through policy submissions to fostering regional collaboration that delivers tangible results.

Through my service to IHO, SWPHC and as Vice-Chair of the Strategic Plan Review Working Group, I've had the opportunity to help shape our Organisation's strategic direction.

With experience spanning both hemispheres, from merchant mariner to national hydrographer, I bring a unique perspective on the challenges and opportunities facing our Organisation. I am committed to evolving IHO's capabilities, membership, and influence to ensure hydrography's critical role in global ocean governance is fully recognised and valued worldwide.

Summary

Thank you for considering my nomination for the Director role. I sincerely appreciate the opportunity to share with you the perspectives and strategic drivers I would bring to this position. If you would like to discuss any aspect of my nomination further, please do reach out to me.

I hope, with your support and votes, to further contribute to strengthening and advancing international hydrography and our organisation, the IHO.

ADDITIONAL INFORMATION - RENSEIGNEMENTS COMPLEMENTAIRES
(if any) (le cas échéant)

Endorsement from: Jan Pierce, Deputy Secretary Customer Delivery
Land Information New Zealand

Dear Fellow Member States

I have had the privilege of working alongside Adam Greenland for over 15 years and can attest to his strong capabilities as New Zealand's National Hydrographer and his valuable contributions to international hydrography. It is an honour for me to support Adam's nomination for the Director role.

Under Adam's strong leadership, supported by his technical expertise and commitment, New Zealand has become renowned for its innovative and future focused approach to hydrography. I think this is well and truly demonstrated in Adam's nomination information.

I continue to be impressed with Adam's ability to effectively engage and influence stakeholders across multiple geospatial domains. As a result, Adam has led many successful collaborative partnerships that have delivered mutual efficiencies, broad ranging benefits and significant savings.

In addition to his extensive technical expertise, Adam's personal attributes are a key strength too. Over many years of working together, I continue to appreciate Adam's approachability, inclusivity, open-mindedness and positivity. Adam has consistently brought these attributes to what he does, every day.

I firmly believe that Adam's extensive experience, broad perspectives, proven track record of innovation, and deep commitment to inclusive hydrography make him exceptionally qualified to serve as an IHO Director. Please join me in supporting Adam's nomination.

Yours sincerely

Jan Pierce
Deputy Secretary, Customer Delivery (LINZ)

Date: 1 May 2025

Signature of candidate - Signature du candidat :



Forwarding Authority - Autorité qui transmet :

Hon Chris Penk, Minister for Land Information

Signature of forwarding authority – Signature de l'autorité qui transmet :


