



CONSERVATION LEADERSHIP PROGRAMME

2015 Annual Report



Manta ray © Antonio Takahiro Ruiz Sakamoto

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Executive Summary

The Conservation Leadership Programme (CLP) owes its success to the enduring and coherent relationships that have been built between three conservation partner organisations: BirdLife International, Fauna & Flora International and the Wildlife Conservation Society. We work in the same sector, have compatible goals, and add value to the partnership by drawing on the collective expertise of our respective organisations, in particular the capacity building, leadership and education programmes.

Throughout 2015, CLP has undertaken a broad array of activities and witnessed some outstanding achievements. As a result of CLP project funding, our alumni have reported exciting new discoveries, helped overcome threats to biodiversity and reached out to new audiences. We have delivered a range of interactive training courses and welcomed over 80 alumni into our global network through conservation awards and internships. New relationships have been built and fortified among our alumni network, facilitated through three CLP networking grants and three learning exchange grants. The programme and our alumni have been showcased at two leading global events and, through CLP support, our alumni have received accolades in recognition of the enduring outcomes of their work.

The need to support young people in developing skills and forging careers in conservation has never been greater and it is clear from reviewing the quantity of applications we receive for project funding and training courses that we are in no position to meet current demand. Throughout the year we have explored a number of new strategic relationships and collaborations that will enable us to reach out to greater numbers of talented conservationists worldwide. One example of this has been through our involvement with United for Wildlife whose online course featured CLP staff and award winners.

In the future we shall continue to develop new collaborative relationships and we welcome the opportunity to explore these ideas further with interested parties.

2015 in Figures

22 awards granted to support high-priority projects involving **91 team members**

7 internships supported to build on-the-job skills

87 conservationists trained during **6 workshops**

7 alumni travel grants awarded to share results of projects at conferences or attend training courses

7 travel grants awarded for alumni to present at the International Congress for Conservation Biology

3 networking grants funded to strengthen country level networks

3 learning exchanges funded to share skills through peer mentoring

Programme Staff

Stuart Paterson, Executive Manager (Fauna & Flora International)

Kiragu Mwangi, Programme Manager (BirdLife International)

Christina Imrich, Program Officer (Wildlife Conservation Society)

Laura Owens, Programme Officer (Fauna & Flora International)

Tim Knight, Communications Officer (Fauna & Flora International)

We are grateful for the support of colleagues and friends who have contributed to the success of our programme across all areas in 2015. Special thanks to former CLP staff Robyn Dalzen, Julie Lewis, Iain Dickson and Isabelle Masters who have made such a long-lasting impact on everyone they worked with and supported.

About CLP

The Conservation Leadership Programme (CLP) is a model of collaboration among three of the world's leading conservation organisations — BirdLife International, Fauna & Flora International and the Wildlife Conservation Society. By working together, sharing expertise and pooling resources, the partnership is able to deliver programme objectives effectively and achieve real impact.

Our mission is to advance biodiversity conservation globally by building the leadership capabilities of early-career conservation professionals working in places with limited capacity to address high-priority conservation issues. We aim to fulfil this mission through three key objectives:

1. Identify and engage individuals from around the world who are early in their career, display a strong commitment to conservation and demonstrate leadership potential.
2. Invest in the professional development of these individuals to expand their capabilities in areas that will make them effective conservation leaders at all stages in their career.
3. Position these individuals to multiply their impact across the conservation sector.



The six main stages through which CLP supports professional development and conservation action

CLP is one of the few programmes supporting early-career conservationists who may have no proven track record in managing projects. In our 30-year history, CLP has shown that providing funding for fieldwork and investing in individuals at this embryonic stage in their career provides a launching pad from which they can embark on decades of high-impact work. Many in our network are now in leadership positions and are passing the experience developed through CLP projects onto the next generation.

With CLP support, our alumni are discovering new species, designating protected areas, starting their own non-governmental organisations and creating mechanisms for long-term, sustainable conservation.

CLP Conservation Partner Organisations



BirdLife International is the world's largest nature conservation partnership, with 120 BirdLife Partners worldwide – one per country – and growing. It is driven by its belief that local people, working for nature in their own places but connected nationally and internationally through its global partnership, are the key to sustaining all life on this planet. This unique local-to-global approach delivers high impact and long-term conservation for the benefit of nature and people.



Fauna & Flora International (FFI) is the world's longest established international conservation body. Founded over 100 years ago, FFI acts to conserve threatened species and ecosystems worldwide, choosing solutions that are sustainable, are based on sound science and take account of human needs. Renowned for its science-based approach, FFI has pioneered sustainable conservation work that tackles problems holistically, providing solutions that simultaneously help wildlife, humans and the environment.



The **Wildlife Conservation Society (WCS)** saves wildlife and wild places worldwide through science, conservation action, education, and inspiring people to value nature. WCS envisions a world where wildlife thrives in healthy lands and seas, valued by societies that embrace and benefit from the diversity and integrity of life on earth.

Conservation Awards

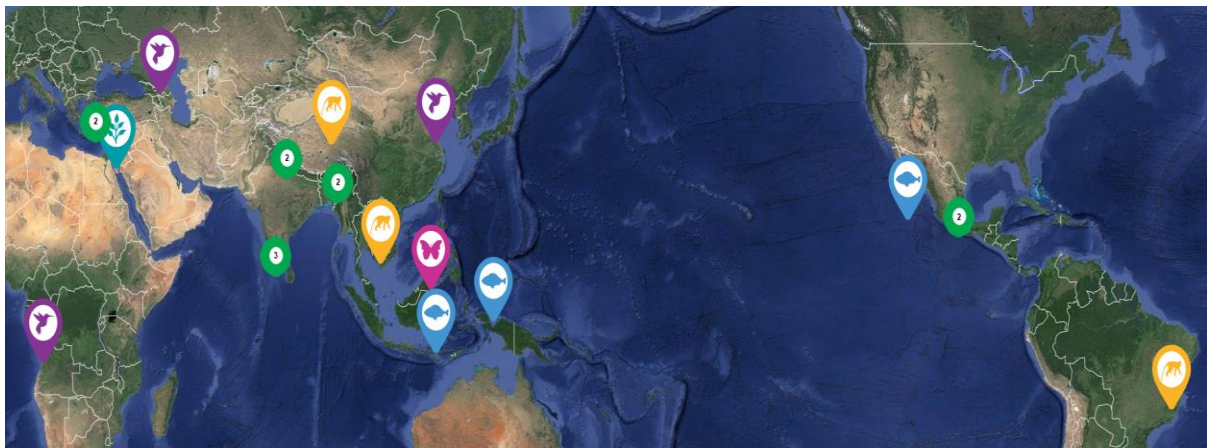
Through our Conservation Awards, CLP selects exceptional teams of early-career conservationists to receive project funding. Starting with a one-year Future Conservationist Award, teams undertake research and awareness-raising projects focused on at-risk species. During subsequent Follow-up and Leadership Awards, teams build upon the success of their initial project by broadening the scope of their work and delivering practical solutions to complex conservation challenges.

Research undertaken during CLP-funded projects helps to fill gaps in current scientific knowledge and is used to develop robust conservation strategies. A recent survey of 351 CLP alumni supported since 1985 reported the following results:

- 72 projects have contributed data to the International Union for Conservation of Nature (IUCN) in support of the reclassification of at least 50 species on the IUCN Red List
- CLP-funded teams have helped to draft 62 new management plans for species or sites
- 36 sites ranging between 1,224 km² – 1,691km² have been brought under legal protection

2015 Team Conservation Awards

In 2015, 22 teams were granted awards to initiate projects focused on 30 globally threatened species. This work has been occurring across a total of 71,546km² in high-priority conservation areas including four World Heritage Sites, three Biosphere Reserves, two National Parks and one Ramsar site.



Locations of 2015 projects (source: www.conservationleadershipprogramme.org/our-projects/project-map)

Future Conservationist Awards

- Ecological and conservation assessment of *Rosa arabica* in St Katherine, Egypt - \$9,000
- Population viability of northern muriqui at Caparaó National Park, Brazil - \$12,355
- Promoting conservation of amphibians at El Pedregal in Mexico City - \$12,500
- Connectivity of whale sharks between Mexico and Colombia - \$12,500
- Where are the manta rays in Bahia De Banderas, Mexico? - \$6,266
- Conserving *Ophiocordyceps sinensis* in the Nanda Devi Biosphere Reserve, India - \$10,426
- Conservation of otters through community participation in River Moyar, Tamilnadu - \$12,457
- Conservation of cetaceans in Kien Giang Biosphere Reserve, Vietnam - \$12,500
- Conservation of the Critically Endangered toad-skinned frog in India - \$12,500
- Hard corals mapping for Semporna, Malaysia - \$12,000
- Stopover ecology of spoon-billed sandpipers and Nordmann's greenshanks, China - \$12,500
- Mitigation of forest fragmentation in Aghanashini LTM Conservation Reserve, India - \$12,029
- Whale shark, Indonesia - \$12,500

- The role of Tibetan sacred sites in snow leopard conservation - \$12,410
- Impacts, alternative solutions and awareness of mobula fisheries in Indonesia - \$12,500
- Conserving the Chinese pangolin in India's Kaziranga-Karbi Anglong Landscape - \$10,380
- Conservation actions for the imperial eagle in Kakheti Region, Georgia - \$12,420
- Initiating a bycatch monitoring programme for seabirds in Turkey - \$12,465
- Conservation of sandbar shark breeding habitat in Boncuk Cove, Turkey - \$12,500

Conservation Follow-Up Awards

- Conserving Angolan scarp forests: a holistic approach for Kumbira Forest - \$19,950
- Reducing human-snow leopard conflict in Upper Spiti Valley, India - \$19,760

Conservation Leadership Award

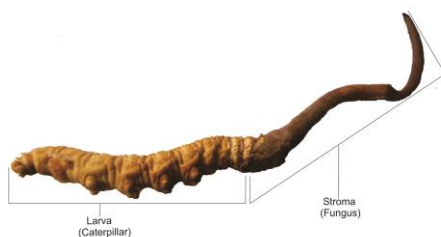
- Enabling the coexistence of people and greater adjutant in India - \$38,550

Highlights of 2015 funded projects



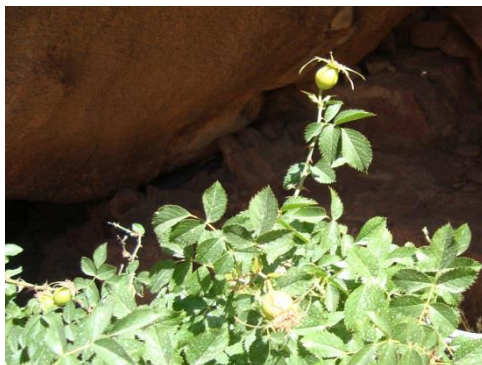
Promoting cetacean conservation ©Vu Long

A CLP-funded team conducted the first systematic survey of cetaceans in Kien Giang, a UNESCO Biosphere Reserve. The team recorded the first official sighting of the Indo-Pacific humpback dolphin (*Sousa chinensis*) and Omura's whale (*Balaenoptera omurai*) in southern Vietnam. To help develop community support for cetacean conservation and ensure project sustainability the team has also prioritised establishing good relationships with local stakeholders.



Caterpillar fungus ©Pramod Yadav

To investigate the impacts of over-harvesting of caterpillar fungus (*Ophiocordyceps sinensis*) in Nanda Devi Biosphere Reserve in India, a team has visited remote communities to understand the rates of collection and competitive nature of gathering this lucrative product. Their results to date have been published in scientific journals and presented at international and national conferences. Future work will include researching the demand and trade of caterpillar fungus.



Rosa arabica ©Karim Abdelhai Mourse Eissa Omar

A team in Egypt has identified seven key threats to *Rosa arabica*, an endemic wild rose that occurs in the high mountains of south Sinai. To support its activities and build local capacity, the team has trained researchers, protected area staff, local communities, and plant collectors in St Katherine's protected area. Information about *R. arabica* from 40 sites will be used to develop appropriate interventions to slow down the decline in numbers of this rare plant.

Outcomes from Conservation Awards: New Species to Science



The colouration of Milton's titi monkey makes it distinguishable from other similar species ©Adriano Gambarini

In March 2015, online media outlets¹ broadcast the news that a new species of primate had been confirmed and formally described by a team including members of a CLP-funded project. Through its CLP project, a team of young Brazilian researchers had undertaken fieldwork in a small area of lowland rainforest south of the Amazon River to collect information on what had previously been described as an unusual looking titi monkey.

Over the course of a number of expeditions, the team recorded several groups of monkeys that were distinguishable due to their ochre sideburns, bright orange tail and light grey stripe across their forehead.

Based on these morphological differences, the researchers formally described the new monkey as *Callicebus miltoni* (or Milton's titi monkey) in honour of Dr Milton Thiago de Mello, a Brazilian primatologist who has trained many of the country's top primate experts.

As they are not able to swim or cross mountainous terrain, these monkeys are restricted to a small area, isolated by a number of rivers and hills. Only a quarter of their small range is protected, which puts the species at great risk from human activities. Deforestation rates are high in this region, with forest fires also posing a significant threat. Added to this, the Brazilian government's ongoing development programme includes several new hydroelectricity dams and an extension of the road system planned within the Amazon.

*"It goes without saying that we are really excited about this new discovery. It is always thrilling to find something new in the Amazon, as it reminds us just how special this rainforest is and how lucky we are to have it on our doorstep. The discovery of *Callicebus miltoni* is a good example of why we need to go one step further to better understand and protect our biodiversity."* ~ Felipe Ennes Silva, CLP project leader.

¹ National Geographic, Mongabay.com, IFL Science, Smithsonian.com and many social media accounts

Internships

Internships are designed to complement the needs of young conservationists seeking experience in the sector, and the needs of the conservation partner organisation that serves as their host. CLP partner staff supervise and mentor interns, helping them to grow professionally. These fully-funded placements provide an important resource to CLP partner organisations. In return, interns learn new skills from experienced staff, gain training in office and field environments, develop their conservation networks and increase their employment prospects.

Internships supported in 2015

- Community-based eco-tourism to generate income and reduce illegal turtle trade, Colombia
- Supporting production of information and knowledge to improve conservation action in Mesoamerica's last wild places, Guatemala
- Contribution of WCS's Andes-Amazonia and Amazon Waters to sustainable development goals and key international agreements, Peru
- Capacity for Conservation & Resource Management event-planning and projects support, Kenya
- Investigating the conservation status of the pygmy hippopotamus in Sapo National Park, Liberia
- Investing in future guardians of Antigua & Barbuda's natural environment
- Support Officer for the implementation of the management plan of the Galera San Francisco Marine Reserve, Ecuador

Internship case study: Protais Niyigaba

Protais Niyigaba was recruited as a WCS intern to support and monitor the habituation of 35 chimpanzees to attract much-needed tourist revenue to Nyngwe National Park, an isolated area of threatened forest in Rwanda. The internship resulted in improved chimpanzee habituation, an increase in tourists and a full-time position of employment for Protais at the WCS Rwanda office.

"During my internship, I worked alongside WCS's research and monitoring manager - an experience which enabled me to develop numerous skills related to chimpanzee and forest conservation. I acquired better knowledge in financial management, human resources, prioritisation, and monitoring and evaluation.

In addition to the primate work, I was involved in a park-wide biodiversity survey, the results of which were presented at a national forum and will help park management to develop better measures for conservation and protection.

Through a combination of training and on-the-job learning I improved my skills in field survey techniques, field ethics, communication and IT. I was also exposed to different conservation initiatives, for example ex-poachers' cooperatives, bee-keepers unions, revenue-sharing to support law enforcement and human-wildlife conflict resolution.

After completing my CLP internship, I was given a contract by WCS as Biodiversity Monitoring Officer. I owe all the knowledge and skills I got to WCS's long experience in tackling conservation issues in the country." ~ Protais Niyigaba



Protais Niyigaba ©Gatorano Gratien

Training

CLP training courses provide the members of our network with skills and knowledge that are not typically available through university programmes, but which are critical to achieving conservation impact and advancing in the sector.

Five training courses were delivered by CLP and we supported a sixth at the end of the year which was delivered by partners. CLP was also involved in the development of “[Introducing Conservation](#)”, an online course developed by United for Wildlife, which aims to provide entry-level conservation education for people in countries with limited access to traditional educational methods as well as anyone keen to learn more about conservation.

International Training Course

Our flagship two-week international training course in the Canadian Rockies was delivered in June to 21 CLP award winners from 12 countries. The course covered a variety of topics including leadership, project planning, media and messaging, behaviour change, fundraising, gender and conservation and training of trainers. Our trainees embraced the opportunity to share each other’s professional experiences and cultures. For the second time in CLP’s history 100% of trainees rated the training as “Excellent” overall.

Following the training, participants returned to their home countries and performed modified training exercises with the rest of their CLP team members to share what they had learned and improve the management and delivery of their CLP-funded projects. As a result, an additional 150 people benefitted from the training, 67 of whom are CLP alumni.



©Stuart Paterson

Reflecting on CLP's international training course, Dilek Sahin

"Imagine that you are in the same room with young people from different countries who all have a common purpose, passion and motivation. Imagine that these people have different backgrounds, experiences and cultures to share. Add five conservation experts in different subjects. Each one is there for you, doing everything to help you understand the concepts and apply them in your own projects and careers. And finally five more people; the CLP staff who are inside the room with you. They do this year after year, to learn from these experiences and make improvements to future trainings.

This training makes you more effective in conservation by providing you necessary skills in leadership, project planning, communication and fundraising and by expecting you to spread the word.

This is not a typical training where someone gives information and you listen. It is so interactive and so alive! You suddenly find yourself dancing, browsing donors for a real project on the internet, interviewing in front of a camera or designing a drama. All activities have certain take home messages that push you to your limits." ~ Dilek Sahin



©Christina Imrich

Writing for Conservation

Two workshops were delivered to improve the quality of writing for scientific journals. Participants were guided through the process of planning, preparing and writing a manuscript for submission to a peer-reviewed scientific journal of conservation or ecology.

The first course was in Indonesia and involved 20 participants from universities, institutes and government. Interactive sessions on bibliography management and the design and preparation of publication-quality study area maps and scientific plots were included for the first time, the latter of which has since been developed into a freely available online guide. The second workshop was delivered in Brazil to 10 participants from Argentina, Brazil and Bolivia.

"I have learned a lot to improve my writing skills and develop many other skills. I also got the chance to meet and learn from excellent people who are very experienced conservationists. The interactive teaching methods were motivating and helped to break the work into manageable loads."

~ Daniele Barcelos

Since the first workshop was delivered in 2008, Writing for Conservation has directly supported participants to publish 32 peer-reviewed journal articles, a valuable contribution to conservation science.

Leadership Training

CLP supported two Leadership workshops in 2015. The first was our four-day leadership course run in Kerala, India for 21 participants including CLP alumni, CLP partner staff and grantees of the Mohamed bin Zayed Species Conservation Fund. Participants received support to address current leadership challenges, gained valuable insights into their own personal leadership styles, explored leadership theory and its practical implementation and activated peer support within the group which has continued beyond the training.

“The time spent learning at the workshop was a period of both personal and professional development for me. It taught me the importance of spending time on self-introspection to realise self-worth, which in turn was empowering. The mix of participants was one of the best components of the course. It provided me with an opportunity to meet and collaborate with people who are working in strikingly different landscapes from my area of work.” ~ Keerthi Krutha Seetharaman

The second leadership course was delivered in Cambridge in collaboration with Fauna & Flora International, Durrell and the University of Kent. CLP supported two CLP alumni from Angola and India to attend the course, which enabled them to become more effective leaders through trialling different management tools, planning for managing diverse teams and managing conflict.

“The planning and visioning exercise done in Cambridge has really helped me out. I have since facilitated two separate discussions on planning with our team in India. This was good because it allowed me to test the process of facilitation and I was reminded of how challenging this can be.” ~ Ajay Bijoor

Project Planning & Fundraising Workshop

In September, CLP ran a Project Planning & Fundraising workshop for 13 people in Maputo, Mozambique to improve the quality of proposals submitted to small grant donors and increase the flow of funding to civil society organisations and early career conservationists working in Malawi, Mozambique, Zambia and Zimbabwe.



“The training workshop helped me to understand the importance of identifying real problems, breaking the problems up and tackling the real issues, and communicating what I can do to solve the problem.” ~ Joice Ndlovu ©Amy Duthie

After analysing their conservation problems and designing their projects, participants each drafted a proposal to be submitted to donors in 2016.

One of the objectives of this workshop is that participants pass on the knowledge received during this training to their peers. This has resulted in an additional 44 people receiving support in fundraising to date.

Since 2009, 37 participants who have attended this workshop have submitted 62 successful applications and raised approximately \$3,000,000 for their projects.

Networking

CLP's Alumni Network is a valuable resource which enables grantees and interns to learn about each other's work, share advice to overcome challenges and explore opportunities to connect. CLP facilitates an online social network², parts of which can be accessed publicly to support the learning of interested practitioners, and also provides grants to individuals and groups of alumni to achieve professional development goals.

Travel Grants

CLP provided 14 travel grants to alumni in 2015 to advance their professional development through attendance at conferences, workshops and short-term training courses.

Seven of these grants were offered to alumni who were accepted to present their research at the International Congress for Conservation Biology (ICCB) in Montpellier, France. At least 15 other CLP alumni attended this meeting independently. CLP organised two networking events in collaboration with the WWF-Education for Nature programme and the Whitley Fund for Nature to build connections across our networks, share lessons and be inspired by others' conservation work. All CLP alumni agreed that attending the ICCB was an important step in advancing their careers and provided an opportunity to meet donors and collaborators.

"At ICCB, apart from meeting CLP alumni, I met four snow leopard researchers working in China and hosted a small snow leopard lunch meet. This helped all of us get updated, learn from each other's experiences and start communications for continued sharing of knowledge which may lead to collaborations in the future." ~ Rishi Kumar Sharma

Networking Grants

CLP funded three networking grants to encourage and support local network development and conservation.

Creation of CLP 'Video Diaries' in India

Award-winning film maker and CLP alumna, Anirban Dutta Gupta received a grant to document the dramatic stories behind two CLP-funded projects in India. He will visit the project sites, meet stakeholders, and document challenges faced, innovative solutions and the impact that CLP support is having on conserving species and habitats.

² <http://rootsup.ning.com>

CLP Brazilian Population Viability Analysis Workshop

Uniting CLP alumni from across Brazil who are working with highly endangered, range-restricted species whose populations are declining, this workshop will train participants to evaluate and refine their conservation strategies through Population Viability Analysis. In addition to training, participants will present the results of their research, exchange ideas about their conservation projects and build a strong CLP network across Brazil.

Spatial Modelling for Marine Conservation in Indonesia

Without proper training, many young researchers in Southeast Asia are struggling to grasp spatial modelling skills, hindering the potential impact of their work. Under the guidance of CLP alumna and marine biologist, Dr Renata Ferrari Legoretta, 11 CLP alumni assessed the spatial monitoring tools available and learnt how to use them to design more effective conservation strategies, for example through identification of potential marine protected areas, marine spatial planning and ecosystem-based management.



CLP alumni from four countries gathered for the spatial modelling training in Indonesia ©Whale Shark Indonesia

Peer Mentoring through Learning Exchanges

The aim of CLP Learning Exchanges is to offer peer-to-peer mentoring between CLP alumni, thereby creating opportunities within the network to share specific skills and knowledge that address particular learning needs.

Improving field techniques and data analysis for threatened bird species in Colombia

In July 2015, Eliana Fierro-Calderón and four other CLP alumni from western Colombia hosted a visit by experienced ornithologist and CLP alumnus, Stuart Marsden, to improve the team's methods to capture and analyse ecological information about endemic threatened bird species in the Colombian Inter-Andean Slopes. Working with Stuart, the team learnt new habitat assessment techniques and data analysis skills and refined its CLP-funded project aims to spend more time and resources on collecting data on target species in fewer locations than originally planned. The next important step will be using the data to encourage local stakeholders to embrace the need for effective long-term conservation measures.

"It was very enriching for us to spend time with Dr Marsden and to learn from his experience in conservation and ecology. It was also very important to share our experiences working in a country with challenging conservation needs." ~ Eliana Fierro-Calderón

Capacity building for otter conservation work in Sri Lanka

After almost two decades, this learning exchange has kick-started the resumption of island-wide otter research in Sri Lanka. Over a two-week period Atul Borker and Hannah Krupa mentored Kanchana Weerakoon and her team in otter ecology and field survey techniques necessary for monitoring and conservation of otter populations in Sri Lanka. They also considered the need to engage local communities in all activities. Building on this learning Atul, Kanchana and the team spent time developing a project proposal to gain funds to ensure the sustainability of otter conservation work in Sri Lanka. In return, Kanchana used her 15 years of experience to coach Atul in the management of his young NGO, Wild Otters. The foundation of this ongoing collaboration will benefit otter conservation long into the future. This learning exchange was initiated when Atul and Kanchana met at the CLP's Leadership course in Kerala, India.

"This was the first time I conducted training outside India. Training people from another country was a very enriching, challenging and fun experience. The enthusiasm of the entire team was very inspiring and it felt satisfying to propel this promising team forward." ~ Atul Borker

Building analytical and scientific writing skills through hands-on practice with existing datasets

Gopal Khanal, an undergraduate student from Nepal enlisted the help and support of Kulbhushansingh (Kullu) Suryawanshi of the Snow Leopard Trust, to build on his analytical and scientific writing skills. Gopal has spent two years collecting data on populations of both river dolphins and snow leopards in Nepal with the aim of understanding the threats they face. Without the skills to analyse the data, however, this aim was unachievable.

During a structured visit to the Nature Conservation Foundation in India, Kullu and his colleagues were able to support Gopal's efforts to statistically and geographically analyse data, improve his scientific writing skills and draft a manuscript for publication. Gopal is now able to better understand the population distribution and threats to river dolphins and snow leopards. Through a planned peer-reviewed journal, these important results will be shared with the wider scientific community.

"The time that I spent during this learning exchange project is one of most productive times I have ever had in my life. This project enabled me to identify major ecological and anthropogenic factors affecting river dolphin distribution in Nepal. Using the results obtained from data analysis, I have been able to develop recommendations for the conservation of river dolphins and their habitat in Nepal which I will submit to the Department of National Park and Wildlife Conservation in Nepal to facilitate evidence based conservation planning."

~ Gopal Khanal



Data from dolphin surveys will feed into the development of conservation strategies ©Gopal Khanal

Recognition of Achievements

To help raise the profile of CLP alumni and their conservation work, CLP takes pride in nominating leaders for renowned prizes. Following nomination by CLP, three women were successfully awarded accolades in 2015.

Marsh Awards for Marine and Terrestrial Conservation Leadership

Prestigious Marsh Awards were granted to Dr Joanna Alfaro Shigueto and Dr Mirza Kusri for their successful efforts at building lasting conservation programmes.

As President and co-founder of the Peruvian NGO ProDelphinus, Joanna's dedication and drive has led the way in the development of sustainable small-scale fisheries and protection of a variety of marine wildlife including whales, sea turtles, seabirds and sharks along Peru's coastline and throughout the south-eastern Pacific Ocean.

The success of her work to reduce accidental turtle by-catch led to Joanna's participation in the first government-led campaign to outlaw the consumption of turtle meat in Peru.

Mirza's commitment and foresight has enabled her to become one of the leading authorities in herpetology in Indonesia, greatly increasing awareness of the importance of frogs and their role in the ecosystem among Indonesian people. Mirza has produced the most comprehensive study on the ecological impact of the amphibian trade in Indonesia.

Mirza has also focused her energies on developing herpetology research in Indonesia, contributing to the growth of national expertise by raising funds and running training courses to build the capacity of young amphibian researchers.

SCB Young Women Conservation Biologist Award

The Society for Conservation Biology granted its 2015 Young Women Conservation Biologists Award to CLP alumna Julie Hanta Razafimanahaka, Director of Madagasikara Voakajy, a Malagasy NGO where she has worked since being part of a CLP-funded team in 2004.

Throughout her career, Julie has constantly sought ways to support conservation in Madagascar. Her positive attitude and tireless enthusiasm are recognised widely amongst the conservation community and has been justifiably rewarded in terms of professional development.

Initially starting out as a volunteer bat researcher she has risen through the ranks to become Director at Madagasikara Voakajy in just nine years. Within this time she has led fieldtrips, worked alongside senior stakeholders, studied overseas, worked on bushmeat projects and been recognised as one of Madagascar's most promising conservation scientists.

On Becoming Conservation Leaders

The experience gained through engaging in CLP's capacity building mechanisms offers a wealth of new opportunities to young conservationists - whether it be learning new skills, accessing new funding or exploring potential collaborations - and enables them to make significant advances in their careers.

The role of CLP has been credited by two alumni who have been promoted into senior level positions at highly respected conservation organisations this year.

**Vera Voronova, Executive Director
Association for the Conservation of Biodiversity of Kazakhstan (ACBK)**

"CLP support has helped me to become a leader in conservation work in my country.



Just five years ago our team was awarded a CLP grant to implement our own conservation project. It was a valuable experience to manage this project with multiple objectives such as scientific research, awareness raising, analysing the law and working with stakeholders. CLP training helped me to build my main principals which are deeply engrained in my mind. I still use them in my daily work.

There are two project coordinators at ACBK who are also CLP alumni and have benefitted from being part of the programme."

**Kulbhushansingh Suryawanshi, Country Program Director
Snow Leopard Trust, India**

"CLP has helped me build my career by providing me with the necessary support and training that complimented my academic skills and prepared me to take up leadership responsibilities in conservation projects.



Our first CLP award was an important watershed moment in my career as a conservationist. During the execution of the project, we faced multiple challenges ranging from bureaucratic hurdles, the notorious weather on the high Himalaya and stressful meetings with local villages. I was happy to see our team emerge stronger after each challenge.

Later, CLP's Kerala Leadership course equipped me to deal with many of the challenges I had been facing in my day-to-day work. This experience of working with multi-cultural teams in different snow leopard range countries prepared me to meet newer challenges."

CLP Alumni Publications

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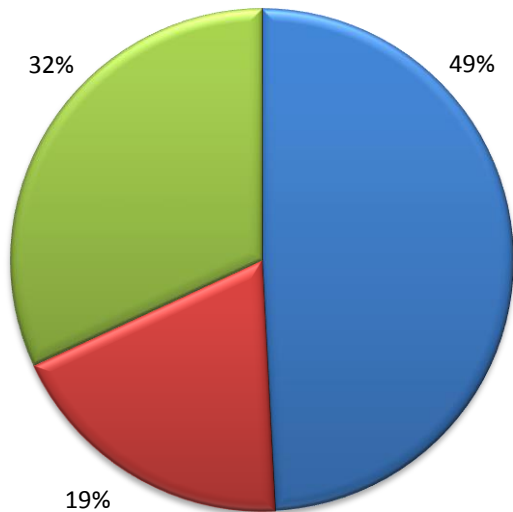
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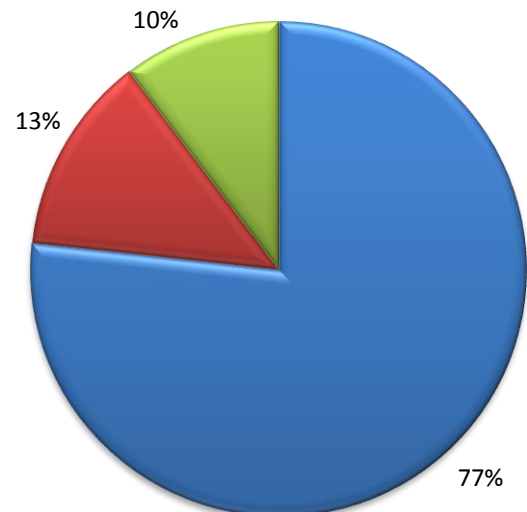
**2015 funding allocation by partner
(\$1.21 million)**

- BirdLife International
- Fauna & Flora International
- Wildlife Conservation Society



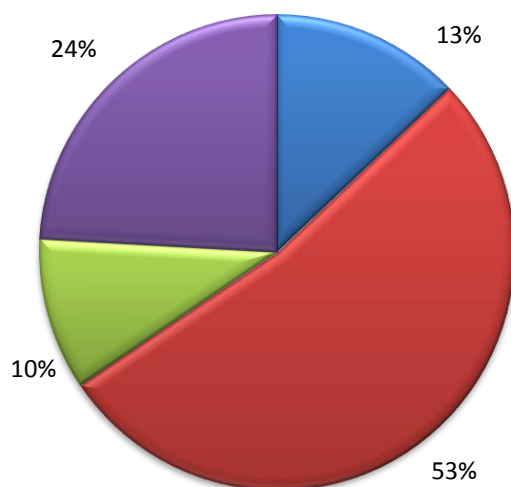
**2015 funding expenditure by category
(\$1.21 million)**

- Grants, Training & Programme Support
- Management & Development
- Overhead



2015 awards & internships by region

- Africa
- Asia Pacific
- Eurasia
- Latin America & Caribbean



2015 awards by taxonomic group & internships

- Amphibian
- Fish
- Mammal
- Plant
- Bird
- Invertebrate
- Other
- Internships

