



CONSERVATION
LEADERSHIP
PROGRAMME

Developing Conservation Leaders

2019 Annual Report





Contents

1. Executive summary
3. CLP partners and donors
5. The CLP team
7. 2019 Team Awards
11. Training
13. Internships & scholarships
15. Conservation impacts - sites
19. Conservation impacts - species
21. Conservation outcomes reported in 2019
25. Capacity impacts - people
29. Participation at key events

Executive summary

The Conservation Leadership Programme (CLP) brings together three of the world's leading conservation organisations – BirdLife International, Fauna & Flora International (FFI) and the Wildlife Conservation Society (WCS) – to accelerate conservation leadership around the world.

CLP is a vital launch pad for many conservation careers and has delivered successful conservation impacts on the ground through its custom approach to capacity building.

This report provides a summary of activities and outcomes achieved in 2019 and also describes how CLP has started to develop and expand its presence following several years of limited financial and human resources.

We are delighted to announce a new grant from Arcadia – a charitable fund of Lisbet Rausing and Peter Baldwin – which will support CLP over the next five years (2019-2024).

The response from the conservation community about the resurgence of CLP in 2019, and the knock-on effect this will deliver in terms of conservation and leadership development, has been very positive. In August, CLP put out a call for applications to support grantees worldwide (mainly in low- and middle-income countries) to research and address threats to priority species across terrestrial, freshwater and marine habitats.



Top image: Humpback dolphin, Malaysia.
Credit: The MareCet Research Organisation
Right image credit: Sanjitpaal Singh/jitspics.com.

Highlights for the year include:

- ▶ **Conservation Impact**
This year CLP alumni have delivered some outstanding results for conservation, including:
 - **The discovery of new species of primate in Brazil and frog in Mexico**
 - **The establishment of a new Important Marine Mammal Area (IMMA)**
 - **Successful fledgling of threatened Bornean hornbills in artificial nest boxes**
- ▶ The **initiation of a strategic planning process** through a two-day meeting in Cambridge. The meeting highlighted **the commitment and positive relationships between the CLP partner organisations** and generated creative ideas for growth. The outcome will contribute to the long-term sustainability of the programme in supporting priority conservation and capacity development efforts.

This year saw the start of three new CLP-funded projects, while 15 past projects were successfully completed

- ▶ The **development of a new online awards portal**, which has streamlined the CLP application and review process. The portal is a slick, organised and intuitive system through which we can manage a high volume of applications from a global audience. Overall, the site allows for more effective and efficient application and review administration.
- ▶ The **recruitment of new members of staff** who will complement the existing team and deliver essential work across programme activities and communications. They will provide greater levels of support to CLP alumni and the partner organisations, and increase awareness of CLP within the partner organisations and amongst the wider conservation community.

▶ **Training 38 people** through courses in Creative Leadership for Conservation (20 participants) and Conservation Management & Leadership (18 participants). **Since 2003, when the full format of the course was first launched, CLP has trained a total of 415 participants (37% women) at our international Conservation Management & Leadership Workshops. A further 499 participants (48% women) have been trained at regional courses.**

38
people trained in conservation



93%
of alumni still actively engaged in the conservation sector

- ▶ An online survey of alumni in 2019 indicated that CLP's approach is enhancing conservation capacity. The survey found that 93% of the 259 respondents are **still actively engaged** in the conservation sector and 93% also credited the CLP Alumni Network for helping them to **share information and opportunities, receive mentoring and establish friendships.**

CLP Partners



BirdLife International is the world's largest nature conservation Partnership. Together it comprises 115 BirdLife Partners in 112 countries. BirdLife is driven by the belief that local people, working for nature in their own places but connected nationally and internationally through the 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. www.birdlife.org



Fauna & Flora International (FFI) is the world's longest established international wildlife conservation organisation. Founded in 1903, FFI acts to conserve threatened species and ecosystems worldwide. Renowned for an approach underpinned by robust science, FFI has pioneered collaborative, partnership-based, community-led conservation that tackles problems holistically, providing sustainable solutions that simultaneously benefit wildlife, support local livelihoods and safeguard the natural landscapes and seascapes on which we all ultimately depend. www.fauna-flora.org

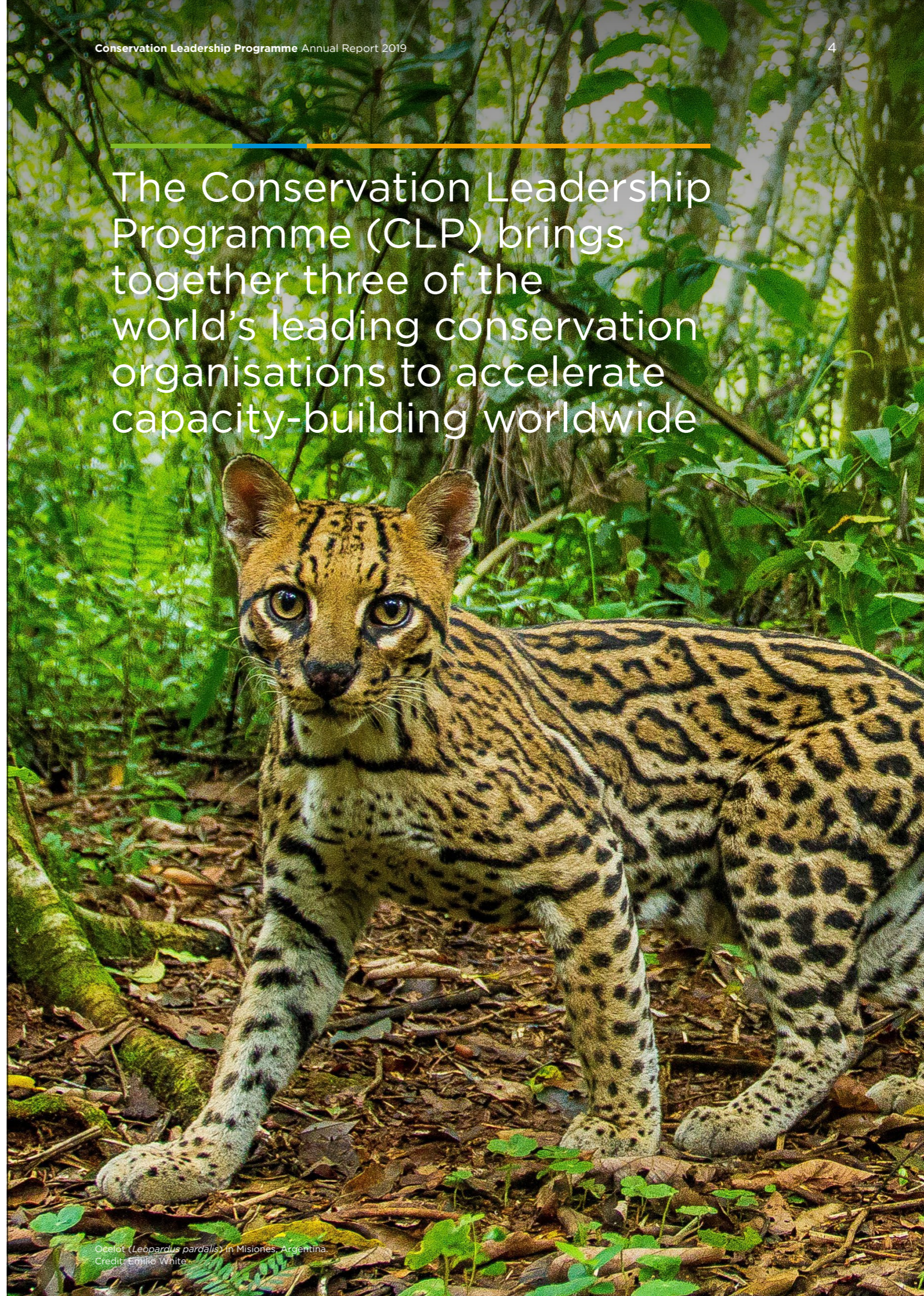


WCS saves wildlife and wild places worldwide through science, conservation action, education, and inspiring people to value nature. To achieve our mission, WCS, based at the Bronx Zoo, harnesses the power of its Global Conservation Program in nearly 60 nations and in all the world's oceans and its five wildlife parks in New York City, visited by 4 million people annually. WCS combines its expertise in the field, zoos, and aquarium to achieve its conservation mission. www.wcs.org

CLP Donors



The Conservation Leadership Programme (CLP) brings together three of the world's leading conservation organisations to accelerate capacity-building worldwide



Ocelot (*Leopardus pardalis*) in Misiones, Argentina
Credit: Emilio White



The CLP Management Team and Executive Committee are committed to working together to deliver successful conservation impacts

Smooth-coated otters (*Lutrogale perspicillata*), India.
Credit: Atul Borker

The CLP Team

Management Team



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2019 Team Awards

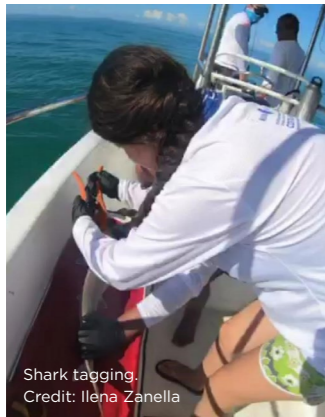
In 2019, three teams of exceptional early-career conservationists received CLP funding to pursue high-priority projects in Latin America.

The three teams were awarded Future Conservationist Awards courtesy of grants from Arcadia and the Global Trees Campaign, which were made available by FFI.



Spatial ecology and conservation of hammerheads in Peru

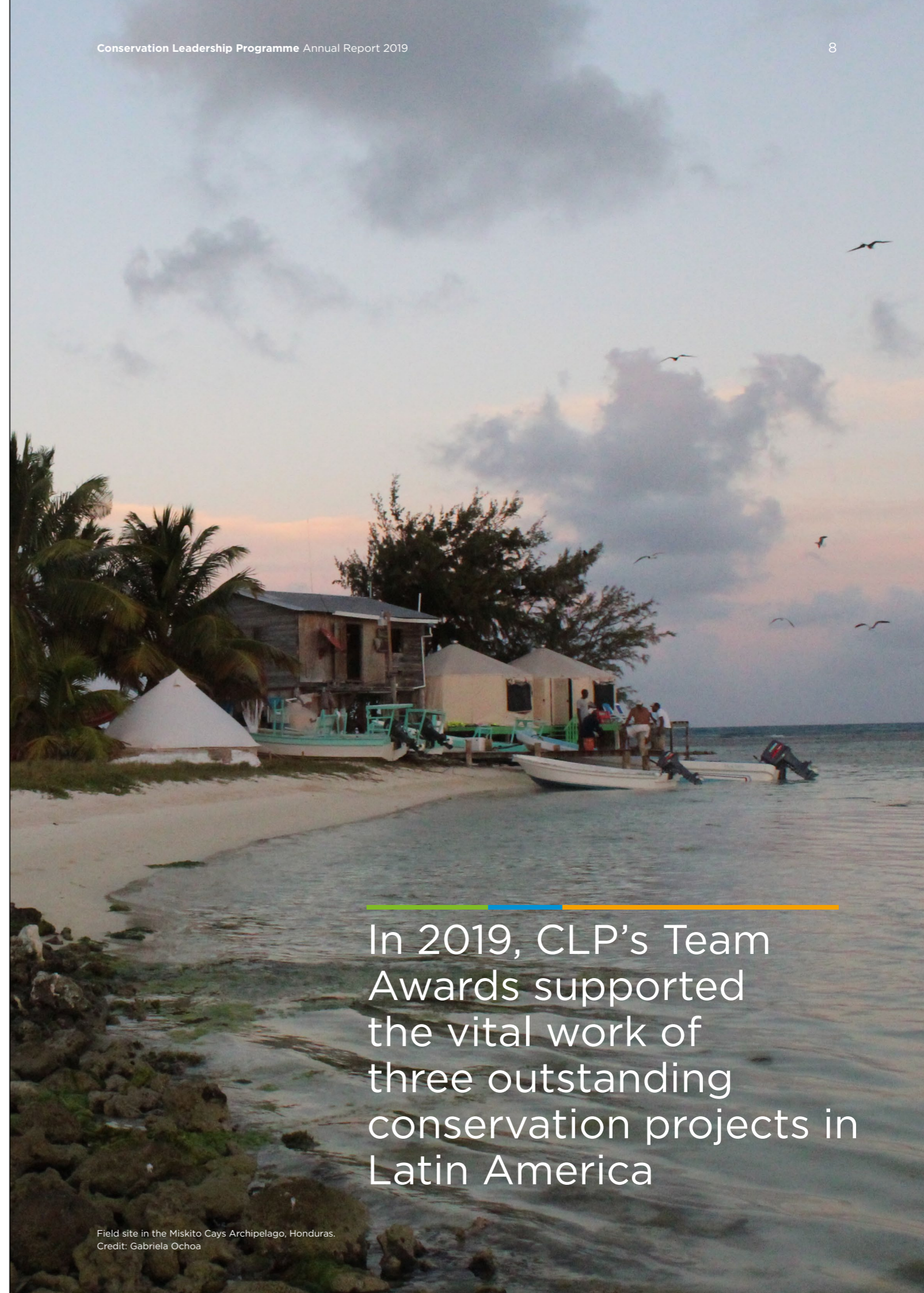
In Tumbes, northern Peru, a team of young leaders will use CLP project funding to identify key habitat that is important in the life cycle of smooth hammerhead sharks (*Sphyrna zygaena*) and gain knowledge of their seasonal movement patterns through the use of acoustic tags and receivers. This region is thought to be a potential nursery site for hammerheads, where juveniles are frequently captured for commercial sale. **The team will work with fishing communities** to encourage improved fisheries management to help shark conservation. The project will access support and information from Migramar, a network working across the Eastern Pacific, to build a clear picture of the distribution of sharks and other species in the region.



Shark tagging.
Credit: Ilana Zanella



Hammerhead shark.
Credit: Shutterstock



In 2019, CLP's Team Awards supported the vital work of three outstanding conservation projects in Latin America

Field site in the Miskito Cays Archipelago, Honduras.
Credit: Gabriela Ochoa



Enabling support for sharks in the Miskito Cays of Honduras

Another species of hammerhead - the great hammerhead (*Sphyrna mokarran*) - is **one of the focal shark species of the CLP-funded project** taking place around the Miskito Cays off the Caribbean coast of Honduras. Here, despite the declaration of the area as a shark sanctuary in 2011, illegal and unregulated shark fishing remains a significant threat. The team plans to collect much-needed data on abundance, distribution and population density of sharks and generate information to improve shark management. The team will also work with indigenous groups to promote attitudinal changes towards sharks and increase understanding of marine conservation.

Did you know?

The great hammerhead shark (*Sphyrna mokarran*) is threatened by illegal and unregulated fishing around the Miskito Cays off the Caribbean coast of Honduras.

Team leader Gabriela Ochoa said, **“We are so happy to start this project on an incredibly remote and poorly known area, and work alongside fishers to improve management of sharks in the country.”**



Left photo: Shutterstock
Above photo: CLP project team in the Miskito Cays, Honduras.
Credit: Gabriela Ochoa
Right photo: Shutterstock

CLP-funded projects are playing a key role in restoring and protecting the home of many endangered species around the world



Population dynamics of greenheart in Guyana

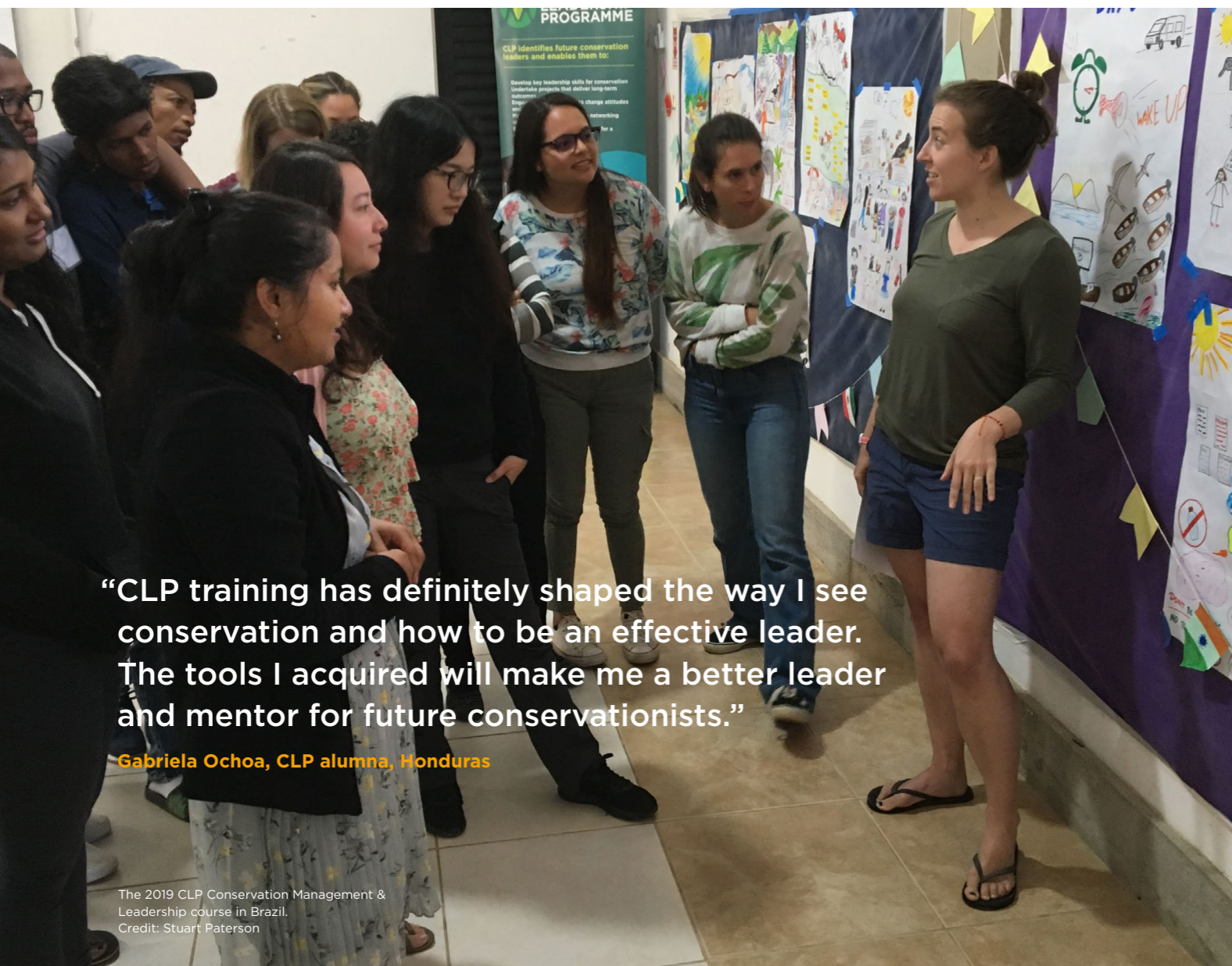
In Guyana, a team will be supporting **the conservation of greenheart (*Chlorocardium rodiei*)**, which is one of Guyana's most economically important timber species. The tree is highly valued and has been harvested since the 1700s due to the wood's durable properties. The team will set out to better understand the spatial distribution of greenheart and provide data to help determine whether the species, currently listed as Data Deficient on the IUCN Red List, is threatened and to promote its sustainable use and conservation.

“I’m going home with a better version of myself from this training, with a broader vision, inspirations, new ideas and understanding, amazing experiences and great knowledge. I believe the training will be a cornerstone of my journey as a conservationist. It has contributed to my growth both professionally and personally.”

Upma Manral, CLP alumna, India

Training

CLP offers its alumni various training opportunities to further develop their conservation knowledge and skills.



“CLP training has definitely shaped the way I see conservation and how to be an effective leader. The tools I acquired will make me a better leader and mentor for future conservationists.”

Gabriela Ochoa, CLP alumna, Honduras

In March, CLP ran its Creative Leadership for Conservation course in Salta, Argentina, which was attended by 20 conservationists (13 female, 7 male). This workshop was funded by a grant from American Express to WCS. Participant feedback was very positive. 90% evaluated their overall experience on the course as “Excellent” and 100% found the course to be relevant, stating that they plan to take more leadership actions as a result.

Erica Cuyckens, a CLP alumna and Assistant Investigator in Argentina’s National Commission of Science and Technology (CONICET) found the training impactful in several ways: “I thought that it would be a traditional course where the students sit in rows and write a lot in their notebooks and the teacher stands in front and talks and talks and talks. But nothing was further from the truth.” Erica further stated: “I am reaching a stage in my life and career where supporting others is becoming

important...if I want to contribute to conservation beyond just publications, I need to go further. This course helped me to strengthen my self-confidence by learning what kind of leader I am and by knowing myself better. I also realised I have to learn how to deal with difficult conversations; not all partners in conservation have to be friends, but yes, a good relationship is needed.”

“Attending the CLP training in Brazil was a turning point for me, and I found the tools shared in the leadership and behaviour change sessions particularly valuable. The approach to learning and teaching was very fresh and new and it provided ample opportunities for all of us to continuously participate and engage during sessions.”

Dirk Pienaar, CLP alumnus, South Africa

Participant feedback was very positive.

90%



90% evaluated their overall experience on the course as “Excellent”

100%



100% found the course to be relevant, stating that they plan to take more leadership actions as a result

94%



Feedback from the training was very positive. 17 out of 18 participants (94%) evaluated their overall experience on the course as “Excellent”. What’s more, a survey of the De Beers-funded participants six months after the training revealed that they had all improved their ability to be effective in their work.

Conservation Management & Leadership Training Workshop

CLP hosted the 2019 Conservation Management and Leadership Workshop at REGUA near Rio de Janeiro, Brazil. There were 18 participants (11 female, 7 male) from 13 countries, which included CLP alumni, BirdLife Young Conservation Leaders grantees and early-career conservationists working with partners of De Beers Group.

Core modules of the training included *Conservation Leadership*, *Project Planning*, *Communicating Conservation for Behaviour Change*, and *Fundraising*. Discussion sessions were also held on *Gender and Conservation* and *Best Practices of Training*.

Other activities during the training included oral presentations by participants, culture nights, an alter-ego party, field trips (hiking in the Atlantic Forest, a boat ride through mangroves, and a day trip to Rio), morning check-ins, and optional one-on-one coaching with CLP staff.



Local community surveys in South Sudan.
Credit: Benoit Morkel

Internships and Scholarships

By providing internships and scholarships, CLP aims to nurture the future careers of young rising stars in conservation.

Internships

CLP interns are placed within CLP partner organisations to increase their conservation experience and marketability through on-the-job training. Interns learn new skills from experienced staff, gain training in both office and field environments and develop their conservation networks. In 2019, CLP and FFI began hosting three internships funded by Fondation Segré:

CLP interns learn new skills, gain training, and develop their conservation networks.

Helping FFI to save falcons, tulips and wild forests in Kyrgyzstan

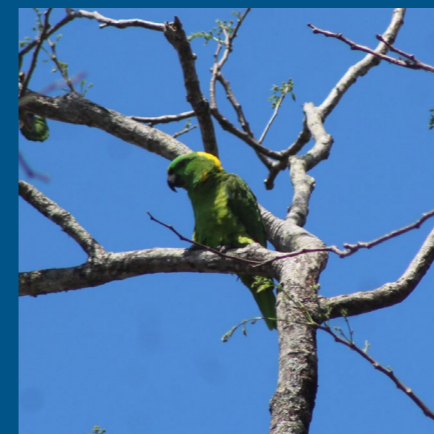
With the aim of broadening her professional experience away from aquatic environments, Mariia Cherniavskaia is actively involved in FFI's programme in Kyrgyzstan. She works on all ongoing projects, including efforts to curtail the illegal trade of the saker falcon (*Falco cherrug*), research and conservation of wild tulips and pastures as well as conservation of the fruit and nut forest. Along with developing an understanding of numerous terrestrial species, she is learning data collection and management, mapping and field skills. Whilst gaining new skills and knowledge, Maria is also keen to use her hydrobiology experience to help FFI establish new programme areas in the region.

“The MPhil course has exceeded my expectations... within the first two months, I have already learned life and career impacting concepts”

Lashanti Jupp, CLP Scholar 2019/2020

Developing leadership in the conservation of endangered birds on Ometepe Island, Nicaragua

During his internship, Adonis Antoni Lopes Lorio is working with FFI to help better understand the nesting behaviour of the yellow-naped parrot (*Amazona auropalliata*) during two reproductive seasons, and propose a restoration plan for the species' habitat in the Ometepe Island Biosphere Reserve, Nicaragua. As well as developing field skills, Adonis is coordinating surveys and initiating the habitat restoration process to improve his leadership capacity. Adonis aims to help launch further conservation initiatives on Ometepe Island that focus on a broader range of species.



Top photo: Adonis Antoni Lopes Lorio
Bottom photo: Yellow-naped parrot (*Amazona auropalliata*).
Credit: Adonis Antoni Lopes Lorio

Harnessing the potential of promising conservation leaders to conserve South Sudan's unique biodiversity

Emmanuel Kutiote Justin Omer is helping FFI's South Sudan programme to support the Wildlife Service and local communities in their work to manage protected areas and conserve the rare but little-known biodiversity in Southern National Park. The internship is exposing Emmanuel to all aspects of field conservation and protected area management. In particular, he is helping with the management and provisioning of biomonitoring patrols, camera-trap deployment, surveys, and reengagement in the region. Emmanuel is also helping with operational activities, including procuring and distributing rations, equipment and supplies, developing necessary infrastructure and translating documents. Through his supportive role, Emmanuel will build his capacity and expertise in species conservation, natural resource management and protected area management.

SCHOLARSHIPS

Sponsoring an MPhil in Conservation Leadership, University of Cambridge, UK

CLP's 2019-2020 scholar, Lashanti Jupp from the Bahamas, started the MPhil course on 1st October 2019. The opportunity to network with a range of other current or retired conservation leaders from around the world has been one of her favourite aspects of the course so far. “The MPhil course has exceeded my expectations as an all-encompassing course. Within the first two months, I have already learned life and career impacting concepts. The professionals and practitioners that have spoken to us bring unique perspectives on common issues found across conservation.”

Conservation impacts - sites

Through meticulous research and dedicated lobbying efforts, CLP alumni are helping to protect the habitats of some of the world's most threatened species

Dolphin-friendly designation – Promoting transboundary protection of rare marine mammals

With support from a 2016 CLP Future Conservationist Award, a young team in Malaysia embarked on a collaborative project focusing on humpback dolphin behaviour, health and social structure in the context of anthropogenic pressures. The team's research findings – combined with data collected in previous years by the **MareCet Research Organization** – have played a pivotal role in the decision to designate the waters around the project site as an Important Marine Mammal Area (IMMA). The IMMA concept is a global initiative developed by the IUCN-led Marine Mammal Protected Area Task Force. It aims to pinpoint areas of marine habitat that are sufficiently crucial for marine mammals to warrant some form of active conservation management.

The IMMA designation is a major milestone for the team; global recognition of this area for marine mammals will provide a springboard for lobbying efforts to secure official conservation and protection of marine mammals and the marine environment at the government level (i.e. Marine Protected Area and spatial management and protection measures).

A CLP team has played a pivotal role in establishing an Important Marine Mammal Area (IMMA) in Malaysia

Spoon-billed sandpiper, China.
Credit: Chengyi Liu



Critical stop-over point for spoon-billed sandpiper designated as World Heritage Site

In 2015, a team in China received a grant from CLP to investigate the primary moult schedule and diet composition of spoon-billed sandpiper and Nordmann's greenshank. The results provided the first quantitative evidence that intertidal mudflats in southern Jiangsu province are a crucial moulting ground for these two endangered species. This study also reinforced the importance of this area in meeting shorebirds' energy needs as they complete their long, treacherous migration (sometimes covering up to 9,000 km).

In 2019, this project site was within a much larger area – the Yellow Sea-Bohai Gulf – that was inscribed on the World Heritage List.

“The inscription is the beginning of a huge responsibility,” said Ziyong Yang, one of the project team members. “As we celebrate the World Heritage status of the intertidal mudflats, it is also time to think about ways to effectively manage the nominated property. The world will look to the Chinese government to take concrete actions to preserve the largest and most biodiverse intertidal wetland system on the planet.”

A CLP-funded project contributed to the inscription of a new World Heritage Site in China



Spoon-billed sandpiper (*Calidris pygmaea*), China.
Credit: Tengyi Chen

Following advice from a CLP-funded team, local authorities in Argentina built two wildlife underpasses and constructed an 'ecoduct' over the highway, which proved to be the first-ever wildlife overpass to be built in Latin America.

“CLP’s long-term financial support between 2002 and 2008 allowed the continuation of forest restoration actions, the creation of several private protected areas, and the consolidation of our local NGO (Conservación Argentina)”

Diego Varela, Coordinator of the Atlantic Forest Biodiversity Observatory at Instituto de Biología Subtropical (CONICET)

Thanks to 17 years of dedication and hard work on the part of CLP alumni and other conservationists working in northern Argentina, previously isolated and fragmented patches of Atlantic Forest have now become a primary example of successful conservation site management, demonstrating the beneficial impact of wildlife corridors.

Back in 2002, a team of early-career conservationists began working on a project funded by CLP to evaluate the ecological connectivity between two provincial parks of Misiones in northern Argentina.

Even at this early stage in their careers, the team had a vision of connecting these two areas— Urugua-í provincial park and Horacio Foerster provincial park—and expanding a continuous stretch of threatened Atlantic Forest.

“Our assumption was that animals from the large forest block of Urugua-í Park would pass through a restored corridor to the isolated Foerster Park,” said Diego Varela, Coordinator of the Atlantic Forest Biodiversity Observatory at Instituto de Biología Subtropical (CONICET), who led two CLP-funded projects.

Sustained funding from CLP enabled the team to maintain a focus on achieving their project goals.

“CLP’s long-term financial support between 2002 and 2008 allowed the continuation of forest restoration actions, the creation of several private protected areas, and the consolidation of our local NGO (Conservación Argentina),” said Diego. “Once the project was consolidated, we received new funding from the IUCN Netherlands Committee and Fundación Vida Silvestre Argentina, which allowed us

to buy additional areas of land that have undergone significant forest regeneration and are now protected as nature reserves.”

One of the major results of the project was the successful recommendation for wildlife crossings to be constructed under and over Highway 101, which bisects the area. Following the team’s advice, the local authorities built two wildlife underpasses and constructed an ‘ecoduct’ over the highway, which proved to be the first-ever wildlife overpass to be built in Latin America.

Native flora and fauna have been gradually returning to the area for a number of years, assisted through the planting of saplings grown in local nurseries. There are now approximately 330 species of bird recorded in the region, including all five species of toucan found in Argentina.

“Native flora and fauna have been returning to the area since the new wildlife corridor was built”

Diego Varela

Camera traps have also revealed a number of small carnivores including crab-eating fox, tayra, coati, southern tiger cat, ocelot and jaguarundi as well as lesser anteater, white-lipped peccary and dwarf brocket deer.

“We’re already tracking the return of tapirs to the corridor as well as large carnivores. Over the past seven years, the presence of pumas is relatively frequent and we have recently registered footprints that probably belong to jaguar,” said Diego.

Conservation impacts - species

CLP-funded projects are uncovering new information on threatened species that will inform future conservation efforts.

New endemic monkey species discovered in Brazil's Amazon rainforest

A team of CLP alumni has discovered a new species of marmoset in the southwest of Pará State in Brazil. Based on its discovery location, the researchers say the monkey is endemic to an area of approximately 55,000 square kilometres in the region.

The new species has been named *Mico munduruku* after the indigenous Munduruku Amerindians who live in the area.

"The CLP contribution was absolutely decisive in the more important dimensions of the discovery," said CLP alumnus, Rodrigo Costa Araújo. "CLP-funded expeditions in the region where we discovered the new species and in other sites allowed me not only to gather data on *M. munduruku* but also on other species."

Unlike most other Amazonian marmosets, which have black tails, *M. munduruku* has a white tail. This was the characteristic that first alerted Rodrigo to the possibility that he was looking at a new species. The first sighting of the new species of marmoset came after an epic journey undertaken by Rodrigo and his team.

Introducing the munduruku marmoset

Features that helped the team identify the new species included its white tail, white feet and hands, white forearms with a beige-yellowish spot on the elbow, and a beige-yellowish saddle. However, just as the new species was discovered, there was already concern for its survival.

Munduruku marmoset (*Mico munduruku*).
Credit: Stephen Nash



"Just as our team discovered this new species, we were already concerned about its future survival"

Rodrigo Costa Araújo

"After about seven days' travelling on the Tapajós River, we reached the place where I recorded the new species," recalled Rodrigo. "When I first saw the marmosets - using binoculars - I got very, very excited because I saw white tails - this is a very uncommon feature in Neotropical primates." Other identifying features of the new marmoset species are its white feet and hands, white forearms with a beige-yellowish spot on the elbow, and a beige-yellowish saddle.

The region where the marmoset was discovered was described by researchers as "one of the main fronts of forest destruction within the arc of deforestation, a region famously characterised by fast, intense and disordered conversion of forests to pastoral and agricultural land and human settlements."

The destruction is happening, they say, even within federal conservation units and protected indigenous lands. This is not uncommon as, in 2019, deforestation in the Amazon accelerated markedly with 88% more forest cleared in the 12 months leading up to July.

In addition to logging and agricultural expansion, four hydroelectric power plants have been approved for construction that will encroach on the monkey's habitat.

Consequently, just as the team discover this species, Rodrigo warns that we already need to be concerned about its survival. The threats to *M. munduruku* will only increase as hydroelectric plants and complementary infrastructure, such as roads and transmission lines, are built, which will induce more intense settlement and forest clearance in the region.

Along with the threat posed by the river dams, Rodrigo says the region is also a hotspot for gold miners, who dredge and dig into the river bed and its tributaries. Nonetheless, the discovery could help to postpone, or at least rethink, the ongoing plans to construct the four hydroelectric plants within the range of the newly discovered *M. munduruku* species.

Conservation outcomes reported in 2019

The many remarkable achievements of CLP-funded projects showcase the great steps our alumni are making towards saving threatened species around the world.



Baird's tapir.
Credit: Shutterstock

Baird's tapir conservation in Nombre De Dios National Park, Honduras

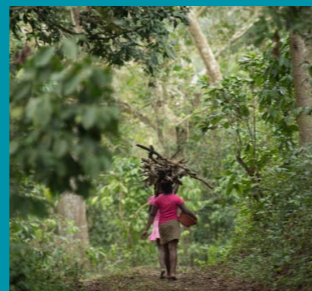
The team contributed to gathering the first information on Baird's tapir in Nombre de Dios National Park to assess its conservation status and raise local awareness about tapirs.



Conserving West Indian whistling ducks on Antigua and Barbuda's offshore islands

The project helped to provide safe and secure breeding habitats on offshore islands in the North East Marine Management Area.

Credit: Toby Ross/OICP



Conserving Angolan scarp forests: a holistic approach for Kumbira Forest

As a result of this project, the provincial authorities granted 50 hectares of land for protection and the team is now seeking to leverage additional land from surrounding private landowners.

Credit: Ninda Baptista



Population risk and alternative fisheries management of thresher sharks in Indonesia

The project tagged a thresher shark for the first time in Indonesia and gained the approval and commitment of the local government to support thresher shark conservation in Alor region.

Thresher shark, Indonesia.
Credit: Mark Erdmann/
Conservation International



Initiating a bycatch monitoring programme for seabirds in Turkey

This project provided important insights into seabird bycatch efforts in small-scale fisheries in the region and therefore constitutes a basis for future studies.

Credit: Shutterstock



Conservation of the Vulnerable rufous-spotted torrent frog in China

As a result of this project, human consumption of frogs was moderated and the number of frogs increased. Most villagers abandoned collecting the frog for food and some farmers decided to decrease their usage of chemical fertilizers and pesticides.

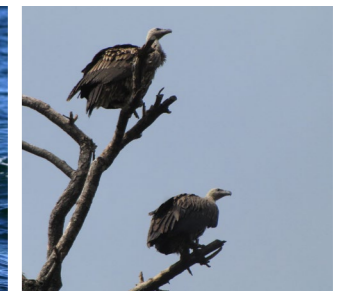
Credit: Shutterstock



Humpback dolphin social ecology under anthropogenic threats in Langkawi, Malaysia

The team's recommendation for Langkawi to obtain the Important Marine Mammal Area status was accepted by the IUCN Marine Mammal Protected Areas Task Force.

Credit: Shutterstock



Population status and threat assessment of vulture species in Uttarakhand, India

For the first time, a comprehensive assessment was undertaken on vulture populations and the threats they face in Uttarakhand. The team lobbied stakeholders to protect vultures from physical threats and poisoning caused by pharmaceutical drugs.

Credit: Khima Nand Balodi



Rhinoceros hornbill (Buceros rhinoceros) chick fledged from nest box. Credit: Sanjitpaal Singh / iStock.com.

The conservation of Bornean hornbills in Malaysia

Five artificial nest boxes were created, tested and installed, and are now being visited by hornbills. The team also restored six nesting cavities, which resulted in successful fledglings. The project has provided jobs for local people to monitor nests and deter poachers.



Credit: Shutterstock

Preventing the disappearance of three frog species from Oaxaca, Mexico

While studying the population status of three endemic frog species, the project team discovered an entirely new frog species. Environmental education activities improved young people's perception of amphibians.



Promoting sustainable fishing in Sumbawa, Indonesia

As a result of this project, young people have increased their capacity and gained the trust of their communities to play more important roles in the conservation of marine habitats.

Credit: Shutterstock



Conservation status of Craveri's murrelet in Mexico

Using nest searching and vocalisation recording techniques, the team updated information about the breeding status of Craveri's murrelet. In the case of Estanque and Las Ánimas islands, this information was updated for the first time in approximately 50 years.

Searching for Craveri's murrelet nests. Credit: Alfonso Hernandez



Empowering tree nurseries to grow threatened species in southern Brazil

During the project, seeds from highly threatened species were collected and delivered to nurseries. Through training, 11 nurseries and 25 staff members were then provided with the skills to cultivate them. As a result, all the nurseries increased the production of 55 threatened species and almost 4,000 seedlings were planted.

Credit: Shutterstock



Citizen science with Mexican artisanal fishers in community marine reserves

This project helped generate baseline information to support ongoing evaluation of four marine reserves and two fisheries. The team has also promoted participatory management of marine resources with local fishers, academics and government.

Credit: Shutterstock



Zoning, conservation and research on Brazilian coral reefs

With support from Brazilian decision-makers, the local community and the academic community, this project has resulted in substantial improvement in the conservation of Costa dos Corais MPA, the largest marine protected area with coral reefs in Brazil.

Credit: Shutterstock

Capacity impacts - people

After receiving CLP support, many of our alumni go on to lead accomplished careers in conservation and train the next generation of conservationists.

Dr Nelly Isigi Kadagi is the Director of the Conservation Leadership and Education for Nature Program at WWF (World Wide Fund for Nature) and formerly worked as the Director of Research for the African Billfish Foundation and the Co-Principal Investigator for the BILLFISH-WIO project. She was granted a CLP Future Conservationist Award in 2012 to advance knowledge on the threats and conservation status of the blue and black marlin through developing capacity for data collection and creating awareness. In 2012, she also attended our Conservation Management and Leadership training workshop.

“The CLP award built my confidence and provided a platform to develop my ideas about my contribution to conservation, whether it is from research, capacity building or taking part in policy-oriented initiatives. The award enhanced my credibility in terms of delivering the outputs and working on sustainability of my work over the long term. Overall, I have grown personally and professionally since receiving this grant seven years ago. The CLP Award also opened other doors for me within the West Indian Ocean region.”



Credit: Nelly Isigi Kadagi



“The CLP award built my confidence and provided a platform to develop my ideas about my contribution to conservation”

Dr Nelly Isigi Kadagi, Director of the Conservation Leadership and Education for Nature Program at WWF



Credit: Jean Paul Ntungane

Jean Paul Ntungane is the Action Component Project & Grants Officer for the Biodiversity and Protected Area Management (BIOPAMA) programme for Eastern and Southern Africa. In 2011, he was selected for a funded CLP internship to work at the BirdLife secretariat in Rwanda, an opportunity that helped him to improve his practical skills in the conservation of birds and other biodiversity.

Speaking in an interview with CLP in May 2019, Jean said, "I had very limited practical experience of conservation work when I started my internship at BirdLife. It was like a door opened for me to start and develop my career in conservation. Since then, I have had many opportunities to learn and to meet with people who have helped me grow professionally. My supervisor for the internship was very supportive, and I took advantage of their expertise to learn as much as I could during that period."

Akylai Kabaeva did not have any previous experience of working in conservation prior to her internship but was interested in gaining knowledge and experience in this field. As well as building her own capacity, a funded CLP internship in 2016 made a significant contribution to the work of FFI and subsequently for conservation interventions. Akylai worked on tree conservation with the Bishkek Botanical Garden and snow leopard surveys with the Snow Leopard Trust –the latter involved also collecting data on ibex, Marco Polo sheep, wolf, lynx, jackal and bear.

Field surveys in Kyrgyzstan.
Credit: Akylai Kabaeva

"During my internship, I learned about the strong interrelation between nature and people, and its results. I now work to ensure conflict-free co-existence of people and wildlife"

**Akylai Kabaeva, Programme Officer,
FFI Kyrgyzstan**

At the end of her internship, Akylai received several job offers from international conservation organisations before accepting the role of Programme Officer with FFI in Kyrgyzstan. Coming full circle from her internship, she is now acting as a supervisor to a 2019 CLP-funded intern. This is a really fantastic example of how an internship can have a demonstrable impact and, in a short time, give back to other early-career conservationists.



Past CLP intern, Akylai Kabaeva, is now herself an intern supervisor to her own CLP-funded intern

Akylai Kabaeva has a close encounter with a saker falcon (*Falco cherrug*).
Credit: Mariia Chernyavskaia



Participation at key events

CLP takes an active role at conservation conferences and other events around the world to promote the value of capacity-building activities as well as support those alumni who are in attendance.



The International Congress for Conservation

Biology (ICCB) is an important event for CLP. A global forum bringing together approximately 2,000 conservation practitioners and students, it provides an opportunity for us to support any attending alumni, and network with staff from partner organisations and other collaborators.

The July ICCB in Kuala Lumpur, Malaysia, was timely for CLP as we could announce the new Arcadia grant and subsequent call for funding applications to many relevant contacts in addition to 150 ICCB delegates who had congregated at a networking event co-organised by CLP. The congress was attended by 29 CLP alumni, 14 of whom received travel support from within the CLP partnership. As well as promoting CLP funding mechanisms, staff delivered three workshops at ICCB on leadership, project evaluation and networking.

CLP was heavily involved in organising and delivering the **Capacity Building for Conservation Global Conference** in London. This was the fourth in a series of international meetings aimed at enhancing the skills and knowledge that individuals and organisations must utilise to deliver effective conservation outcomes. The full CLP Management Team and two members of the Executive Committee played roles in planning and delivering this conference and CLP was recognised throughout the event as a key capacity-building provider.

CLP roles included delivering the opening keynote speech; making oral and poster presentations; planning and facilitating sessions on communities of practice and innovative partnerships; interacting with donors and collaborators; and showcasing a CLP leadership exercise as a demonstration of our capacity-building approach.

Outputs from the conference will be published in a special edition of *Oryx—The International Journal of Conservation*. There is a limited number of peer-reviewed papers related to conservation capacity, so this special edition will build on and share knowledge of the findings presented at the conference, along with recommendations from workshop sessions.

The **Student Conference on Conservation Science** in New York was the last event of 2019 for CLP, during which we promoted the programme at an exhibit booth and delivered a fundraising workshop with colleagues and collaborators. Through such workshops, CLP supports the ability of early-career conservationists to draft funding applications to undertake projects and academic programmes. A positive outcome of attending fundraising workshops is that future applicants to CLP and to other donors understand that their applications have a greater chance of success if their project design is carefully thought out.

CLP Alumni Network at events

To encourage skills development and network-building within the CLP Alumni Network, CLP awards travel grants for alumni to attend training courses or to present at conferences. In October 2019, five travel grants were awarded to enable alumni to attend the following events:

- XVIII Brazilian Congress of Primatology
- 9th World Congress of Herpetology (two alumni present here)
- II Ibero-American Congress of Biodiversity and Infrastructure
- Statistics for Ecology and Conservation Biology at Smithsonian Conservation Biology Institute

As an increased number of early-career conservationists are accepted into the CLP Alumni Network, we aim to award a higher number of grants in 2020 to foster the professional skills and networks of even more of our alumni.

CLP alumni participated in the **Congress of Biodiversity and Infrastructure** in Medellin, Colombia, a major outcome of which was the formation of a new *Latin American Working Group on Ecology and Transportation*. Working group member Diego Varela was previously involved in CLP-funded projects linking landscapes, people and institutions in the Atlantic Forest of Argentina.



Front cover: The 2019 CLP Conservation Management & Leadership course cohort in Brazil.
Credit: Christina Imrich
Image below credit: Luo Xu

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