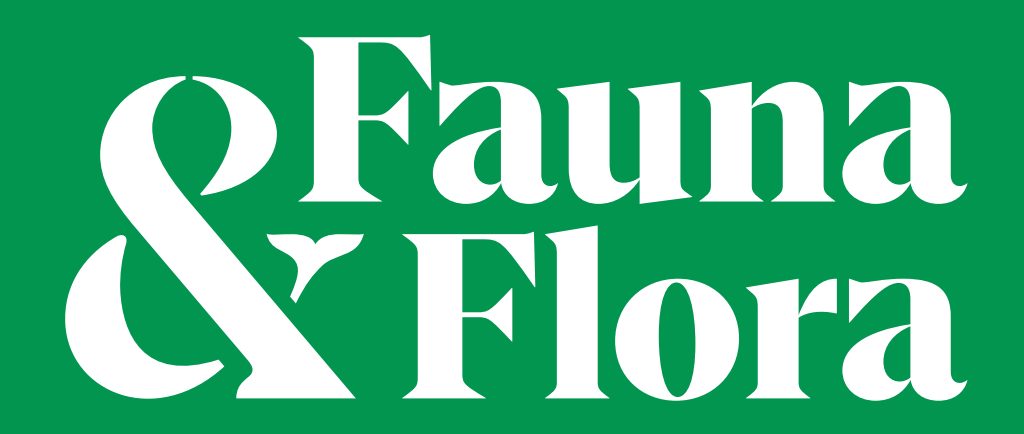




Image: Leala Rosen

# ANNUAL REPORT 2022

Building the next generation  
of global conservation leaders





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# TO PROTECT NATURE WE NEED LEADERS

Conservation is the protection of ecosystems to ensure they exist for future generations. Conservationists are the people that make this happen.

Species extinction is happening 1000 times faster than before the natural rate. This loss disrupts the complex and fragile communities of life causing a domino effect that threatens the survival of other species, including our own. Biodiversity doesn't have a voice - it could quietly go extinct when our backs are turned, with catastrophic consequences.

We invest in teams of conservationists who protect endangered species at the hardest point in their career: the beginning.

We know that some of the most biodiverse areas of the world are often constrained by a lack of experience or limited access to the necessary resources, financial or otherwise. In building a global network of knowledgeable, resilient and passionate leaders, Conservation Leadership Programme (CLP) is helping to populate the planet with people who have the capacity to fight for biodiversity, and who can forge meaningful solutions to our most pressing conservation challenges.

Our leaders go on to establish NGOs, create new protected areas, change government policy, and facilitate and inspire long term protection of species from communities living closest to it.

Over 38 years the CLP programme has given over \$10 million in project funding to over 3,000 early-career conservationists from more than 100 countries worldwide.

We shouldn't have to exist. We envision a world where everyone living closest to nature has the skills, knowledge and support they need to protect nature. Until then, we are here, supporting those that are taking up the challenge, inspiring a different future with every step they take.



# WHO WE ARE


The Conservation Leadership Programme (CLP) is a partnership of three of the world's leading conservation organisations – BirdLife International, Fauna & Flora and the Wildlife Conservation Society (WCS) – working to identify, support and develop conservation leaders worldwide.

For over 38 years, CLP has directed project funding, training, mentorship and other career-building opportunities to early-career conservationists from low and middle-income countries who are tackling key conservation challenges. Our alumni make up a network of approximately 3,100 conservation practitioners from over 100 countries.

We specifically focus our training on leadership skills as these help people identify what needs to be done, organise and mobilise action and effectively engage stakeholders.

A Team Award represents more than just what the team achieves during their CLP project, it launches a lifetime of conservation action. These are people who go on to inspire thousands over the rest of their career. Without them, the world is in trouble, but with them, change can happen.



A man with short dark hair, wearing a blue t-shirt with white stripes on the sleeves, is holding a large, bright yellow frog. He is looking down at the frog with a focused expression. The background is filled with dense green foliage and a wooden structure on the left. The overall scene is outdoors and natural.

“This award has come as the light, a new day for the team and the goliath frog species we protect. Personally, I see my dreams come true. My team are still too excited to put their feelings into words”

**Cedrick Fogwan, Cameroon**  
CLP Winner 2022

# EXECUTIVE MANAGER'S MESSAGE

As a personal commitment to myself and my family, I want to ensure that my children and their generation live in a healthy and biodiverse world.

Since joining this programme I have enjoyed bringing my knowledge and learning from the Zoological Society of London to the Conservation Leadership Programme (CLP). **The need and unique vision of our work is clear, particularly when working in partnership with three of the most respected and influential global conservation charities.**

CLP's 38-year history has produced remarkable conservation results and established long-standing leaders. This year has been no different, but it hasn't been easy. The team have shown extraordinary perseverance and commitment to our network of award winners, alumni and interns. They have successfully adapted and designed training both in person and online, ensuring that **early-career conservationists have the skills, knowledge and network to catalyse their project, even alongside a pandemic.** As well as the delivery of our regular 2022 programme we have also reunited 2020 and 2021 award winners, ensuring that all CLP winners have the opportunity to build in person relationships with their network. **Whether it's through email, Zoom, during a training session or over the phone the team are always adapting our activities to best elevate conservation careers.**

I have been amazed to see the diversity of impact from our projects this year. Whether it's strengthening the protection area status of the Sui River Forest Reserve habitat of the critically endangered squeaker frog, the collection of 150,000 seeds from endangered endemic plant species or record numbers of Velvet Scoters from our follow up award in Georgia.

**Conservationists' ability to slow the loss of biodiversity is undeniable and demonstrating this impact is critical to grow as a programme.** This year we have invested time and energy into progressing our monitoring and evaluation framework, which will be launched in 2023. This will include a species impact assessment tool which will provide us with tangible results on how CLP activities protect biodiversity.

Since joining the team, **I have appreciated the strength and agility of this one-of-a-kind partnership.** I have been delighted to see the shared goals and vision that we are working towards. We will be shifting our focus to fundraising in 2023 alongside impact evaluation and the delivery of our communication strategy.

We are grateful for the generous support of our donors for funding our successful partnership and supporting conservationists around the world. Their commitment to conservation provides a legacy which will impact generations to come.



**OLIVIA COUCHMAN**  
CLP Executive Manager

# A WORLD WHERE CONSERVATIONISTS THRIVE

We imagine a future of thriving conservationists. They have confidence, focus and a genuine love of nature.

They are excited by the colour and intricacy of life in the nearest tree, under the ground and amongst the waves. They will look you in the eye and tell you about their species and their habitats – why they are unique, beautiful and necessary to human survival, and what will happen to us if they go extinct.

In each corner of the world, conservationists lead teams, communities, NGOs and government. These are people who know how to mobilise others and get things done. Through their work in the field and technical skill they make real incremental change. They act as role models for people in communities where a career in conservation has not previously been seen. Their confidence, expertise, assurance and hope creates a domino effect of energy and interest in wildlife and plants around the world. Through listening to them, and seeing the change that is happening locally, people start to take small steps to protect the plants and animals around them.

The water and air is cleaner. There is more food and variety of life.

More young people from all over the world start to choose a career in conservation. People from all walks of life realise their agency in protecting the nature that's outside their front door. Threatened species come back from the brink and habitats are restored. The next generation are born into a movement of conservationists, with the knowledge that nature is seen, appreciated and prioritised.

They start to see the world differently.



“Being part of CLP has been a life changing experience for us. The most important thing they do is empower people like me from countries to deliver change and share what we’ve learnt with others. For example two of the students that were working with us on our CLP programme are now leaders of their own primate project in Ecuador – it’s like a leadership domino effect!”

**Gabriela de Luna**





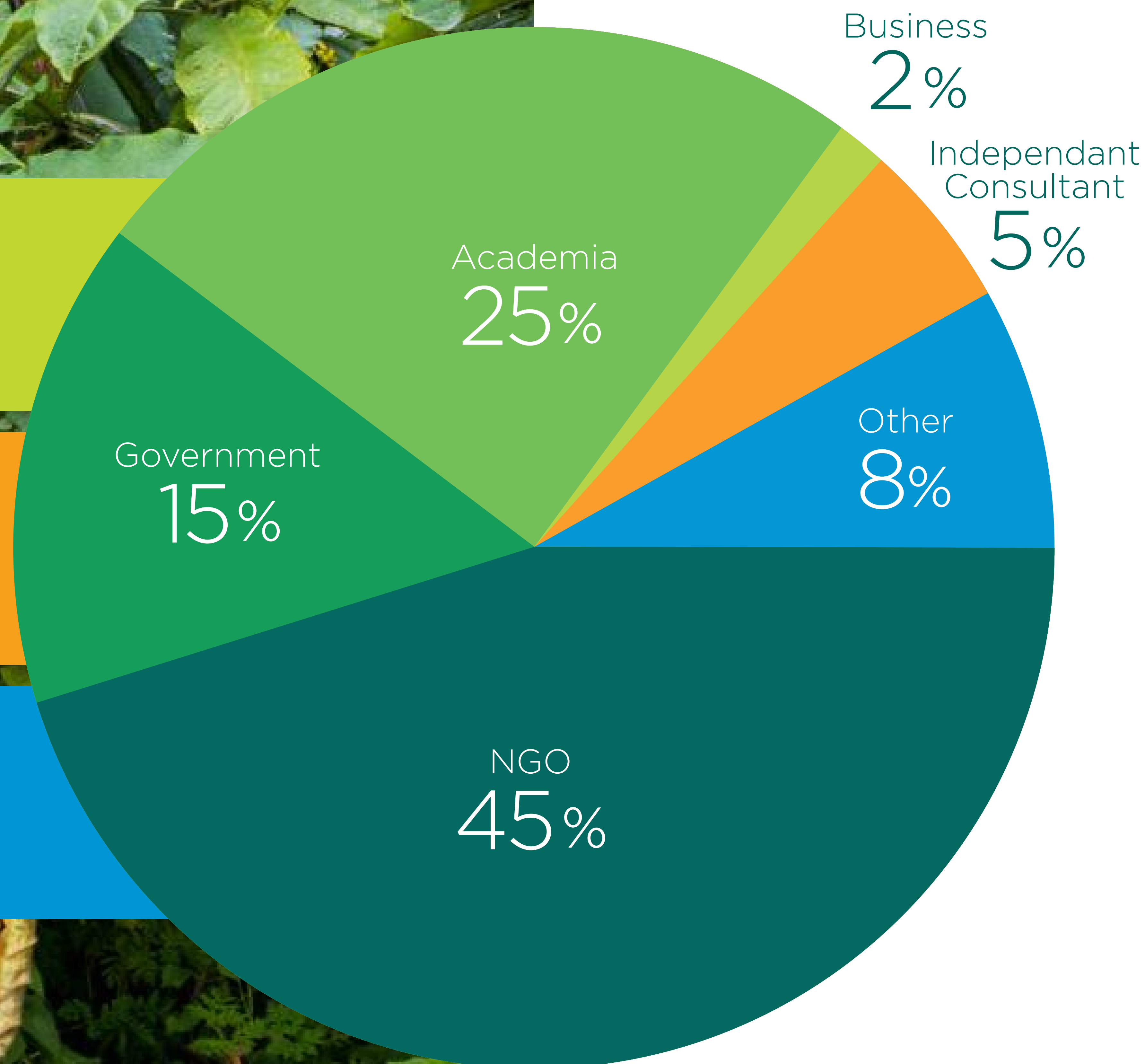
# OUR IMPACT

**130** CLP alumni have discovered or rediscovered 130 species

**75** We have influenced the designation of 75 globally important sites for conservation

**25** Our alumni network has gone on to establish more than 25 non-governmental organisations

CLP alumni: type of current employment



**96%**  
96% of alumni believe CLP was important in their career development

53%

53% have published scientific journal articles utilising their CLP project data



Image: Princess of Girona Foundation

“““

“The award not only gave us important project funding, but also ratified the conservation work we were doing, infused the team with new enthusiasm and renewed our self-belief”

**Supriya Jhunjunwala**  
CLP Winner 2008



Image: Gaurav Vashistha



Image: Cedrick Fogwan

“““

“CLP certainly helped me get to where I am now. The key was the increased credibility and visibility I gained after receiving my CLP awards”

**Mauro Lucherini**  
CLP Winner  
2001, 2003, 2009



Image: Anirban Dutta Gupta

83%

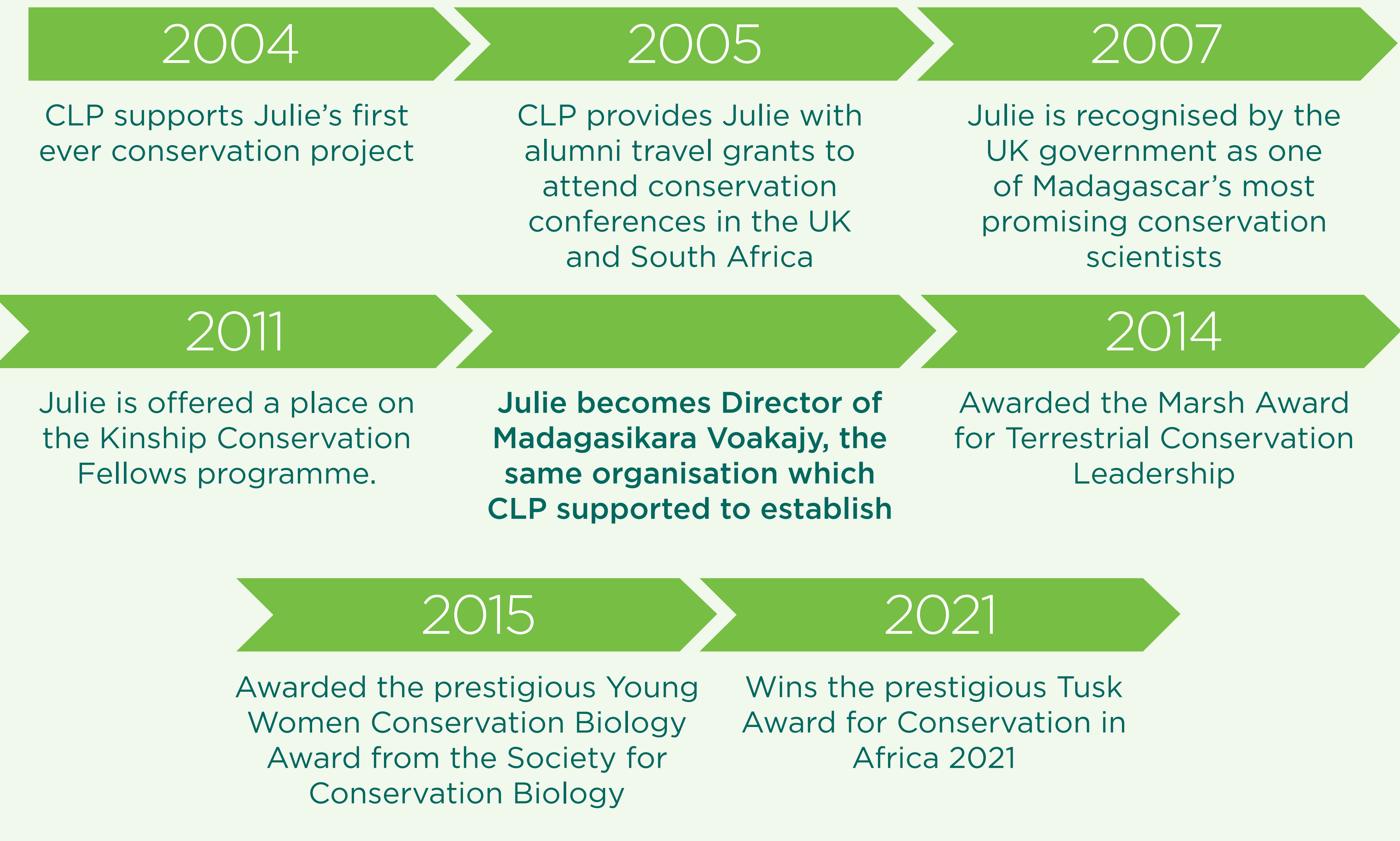
83% believe their career in conservation would have progressed much more slowly if they had not been supported by CLP



“CLP provides vital support to conservationists during the early career stage when they are full of ideas and energy but do not have enough resources”  
**Julie Razafimanahaka**

# JULIE’S STORY

Julie Razafimanahaka’s interest in conservation was sparked by a childhood encounter with a lemur during a camping trip in Madagascar as a child. Since the project investment from CLP, starting in 2004, she has gone on to become one of the most respected and celebrated conservationists in Africa.



## TODAY

Julie manages a team of 40 staff at Madagasikara Voakajy. Under Julie’s leadership, the organisation has been instrumental in the creation of seven protected areas in eastern Madagascar and spearheading the first conservation strategy for Madagascar’s iconic baobab trees to promote sustainable harvesting and efficient use of baobab fruits to generate social, economic and biodiversity benefits.

“We desperately need a critical mass of competent, compassionate and committed people to take the wheel. To invest in nature protection. To put planet before profit”

**Tim Knight, Fauna & Flora**



Image: Kumar Paudel



Image: Tshering Dendup

# TEAM AWARDS

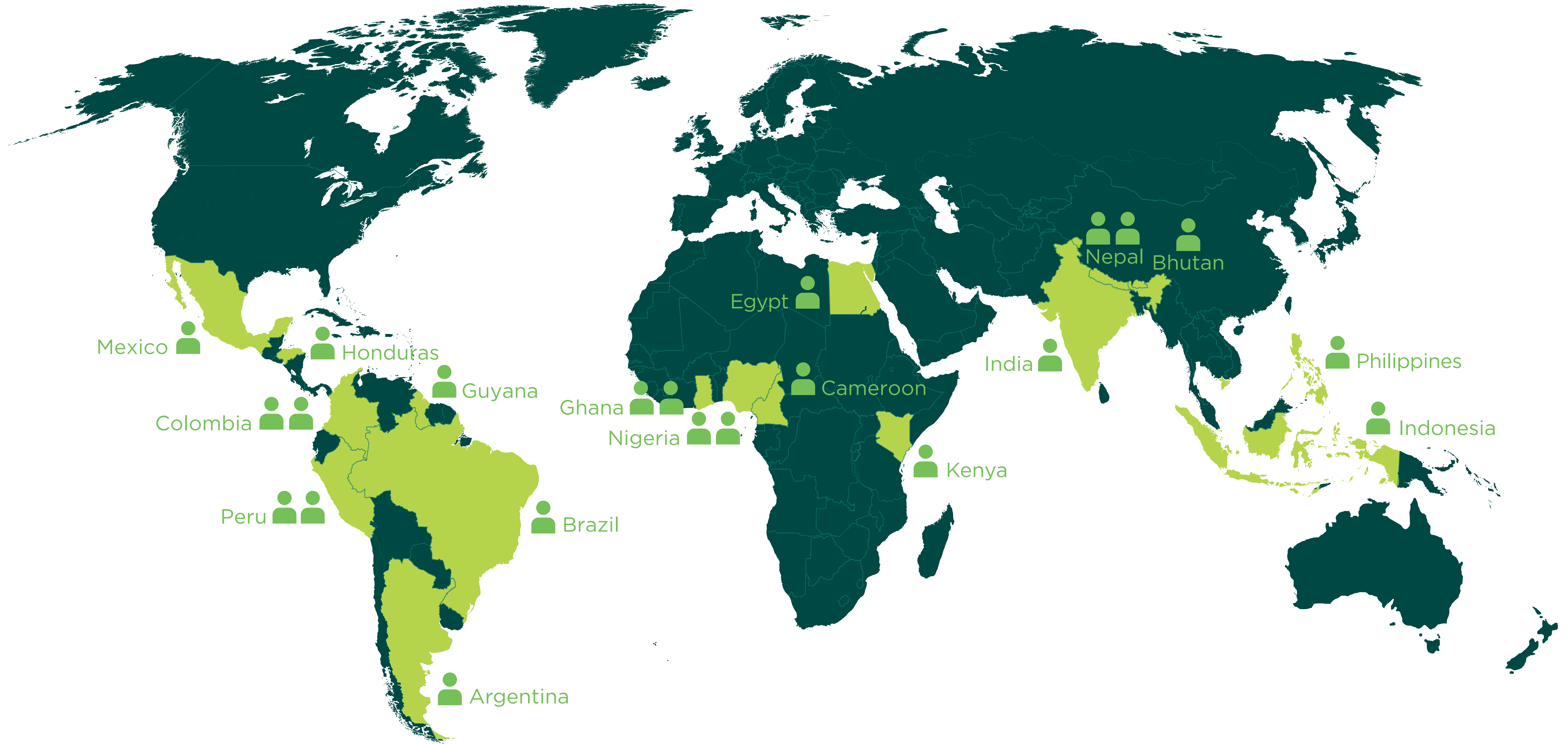
CLP directs funding to early-career conservationists undertaking priority projects to stop threatened species from going extinct.

CLP awards funding to teams of conservationists working in low- and middle-income countries who are conducting scientific research and promoting pro-conservation attitudes and behaviours to deliver tangible and long-lasting results. We offer three award tiers that allow teams to scale up their projects.

In 2022, we were delighted to award \$460,000 to 23 exceptional teams of 92 conservationists. These projects were spread across three regions: Latin America & the Caribbean, Africa, and Asia & the Pacific. The projects are based in 17 different countries and will focus on conserving a variety of threatened fauna and flora.

 <p><b>Tier 1</b> Future Conservationist Awards</p> <p>Entry-level awards for small-scale research and awareness-raising projects</p> <p>Duration: <b>3-12 months</b> Award value: <b>\$15,000</b></p>	 <p><b>Tier 2</b> Conservation Follow-up Awards</p> <p>Continuation awards for past recipients of a Future Conservationist Award</p> <p>Duration: <b>up to two years</b> Award value: <b>\$25,000</b></p>	 <p><b>Tier 3</b> Conservation Leadership Awards</p> <p>Continuation awards for past recipients of a Follow-Up Award</p> <p>Duration: <b>up to three years</b> Award value: <b>\$50,000</b></p>
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# CLP Team Award Winners 2022



# CONSERVATION HIGHLIGHTS

CLP-funded projects are helping to deliver tangible and lasting impacts on the conservation of threatened species and habitats.



## REDUCING THE USE OF DRUGS IN VETERINARY MEDICINE TO PROTECT CRITICALLY ENDANGERED VULTURE SPECIES IN WESTERN NEPAL

Khadananda's project aims to reduce the use of drugs, such as ketoprofen and nimesulide, in Nepal. These drugs, used as veterinary medicine for cattle, are consumed by vultures feeding on carcasses and have sadly contributed to the decline of these birds across South-East Asia. The team held regular meetings with community forest user committees within the project site, reporting that the communities are committed to implement conservation interventions. They are working with farmer groups and community forest users to help ensure that the vultures have access to safe food sources.



## DISCOVERY OF THE FIRST EVER FEMALE INDIVIDUAL OF THE MOLLINEDIA DOLICHOTRICHIA IN THE BRAZILIAN ATLANTIC FOREST

The first female individual of *Mollinedia dolichotricha*, a tropical endangered flowering tree has been discovered. The team have obtained seeds of four different threatened species with the aim of producing seedlings and eventually reforesting the site. Team members are encouraging identification, collection and storing of seeds from the local population; have run a virtual course, conducted awareness-raising activities with local schools, and produced a field guide to increase community members' plant identification skills.



## CONSERVATION OF THE ENDEMIC AND ENDANGERED OAK QUERCUS BRANDEGEEI IN BAJA CALIFORNIA SUR, MEXICO

*Quercus brandegeei* is an endangered (EN) oak tree, endemic to Baja California Sur, Mexico. More than 5,000 acorns have been collected, of which more than 1,500 have been propagated for reintroduction. Seed production, measurements and health have been monitored and recorded in 80 mother trees from 6 populations of the species. The team also held the first Community Festival for the Conservation of the Oak of Arroyo *Quercus brandegeei* 2022, with the participation of 200 people, in the community of Santiago.



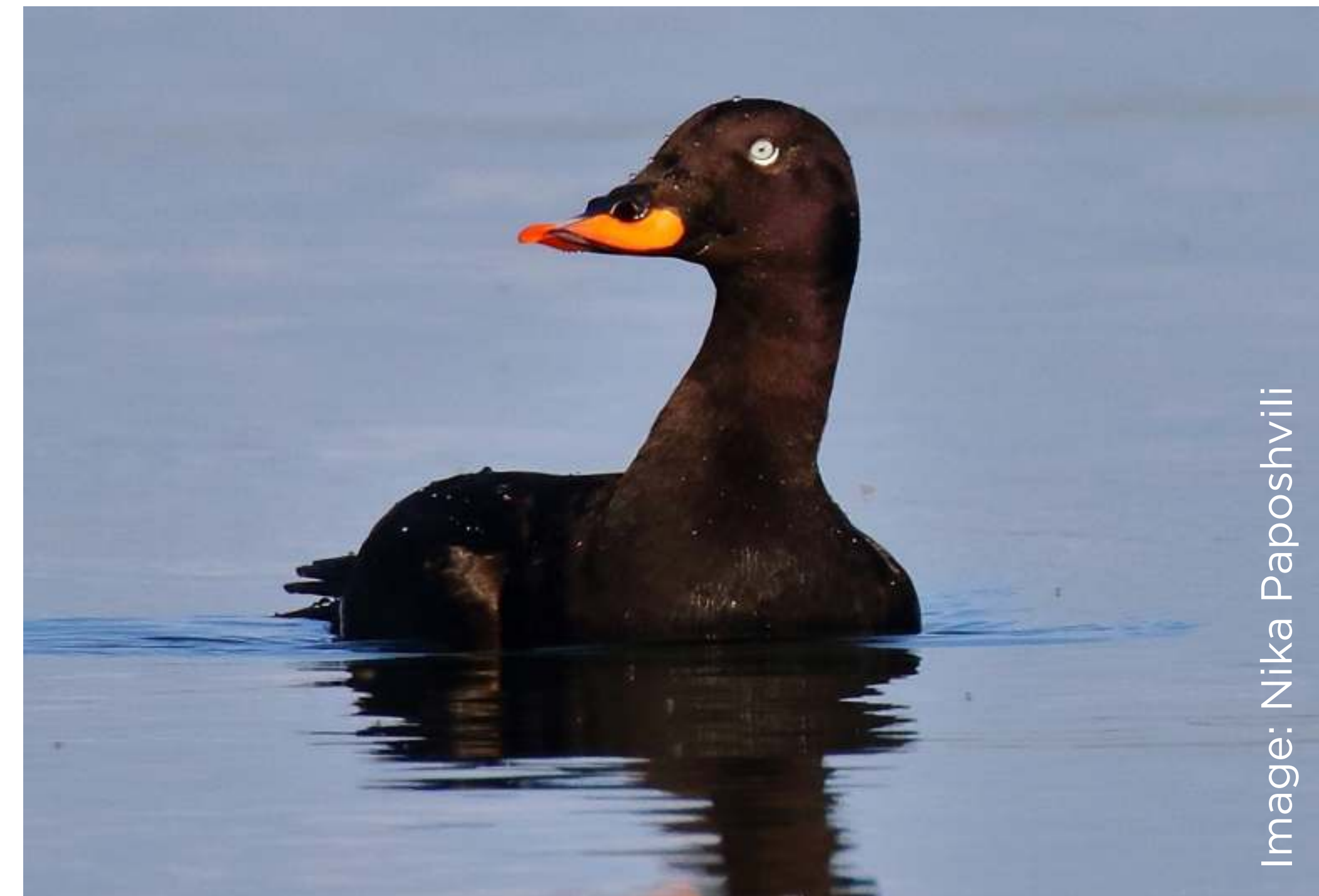
## RESTORING THE CANCER TREATING "MAIRE'S YEW" TREE IN NEPAL

Yew species are key in biomedical terms. Their leaves are used in the production of taxol, a chemical used in cancer treatment. Wild populations of Maire's yew in Nepal stand at less than a few thousand individuals. The team have created four nurseries and seven community forest user groups in the project area and established locations for yew plantations. In collaboration with local trainers the team have also begun preparing a yew plantation toolkit to help train local communities to develop conservation plans.



### REDISCOVERY OF THE ENDANGERED INTERMEDIATE PUDDLE FROG IN GHANA AFTER 12 YEARS

The team recorded 50 puddle frogs, the first record since 2009, providing hope for the species survival. They also discovered the first male species recorded. As well as collecting crucial data on its habitat preference and specific distribution, the team created a habitat suitability map to allow for better informed conservation planning.



### RECORD NUMBERS OF VELVET SCOTER DUCK IN GEORGIA AFTER SUCCESSFUL CLP PROJECT LED BREEDING SEASON

A record number of 101 Velvet Scoter ducks (44 of which were females) have been discovered at Lake Tabatskuri as well as a new nesting area in 2022. This increase is due to a successful 2020-2021 breeding season, highlighting the impact of the conservation intervention implemented by Nika's team on a previous CLP project. In 2022, three information boards were placed around Lake Tabatskuri in collaboration with the Georgian Ecotourism Association, an educational "Scoter corner" was created in the centre of Tabatskuri village and a wall was painted with a diorama. In September 2022, Nika participated in the 6th Pan-European Duck Symposium in Portugal to speak about the project.



### DISCOVERY OF EIGHT NEW INVERTEBRATES IN SATAPLIA-TSKALTUBO KARST CAVES, GEORGIA

In this project, eight species and one genus new to science have been discovered. The team saw a 36% increase in the number of invertebrate species recorded (from 80 species to 109) since their CLP project began. 29 of these species have been recorded for the first time in these caves. Descriptions of three cave-adapted species have been published in peer-reviewed journals and manuscripts on five new species are in preparation.



### KEY BIODIVERSITY AREA DESIGNATED TO PROTECT THE GIANT SQUEAKER FROG, GHANA

Building on the outputs of their previous project, Gilbert's team have strengthened the protected area status of the Sui River Forest Reserve, the only known site for the critically endangered giant squeaker frog. The team found the Giant Squeaker Frog in May 2023, the first time since its last record in November 2018. This timely discovery significantly bolstered efforts to get the reserve designated as a Key Biodiversity Area (KBA). They have now been given official status. With KBA status, the team are implementing stricter land-use regulations, including campaigning for the outlawing of logging in core habitat areas that span about 5,000 hectares. The team have also established two community nurseries containing 10,000 native tree seedlings which will be used in future restoration activities.



# FUTURE CONSERVATIONIST AWARDS

Supporting emerging conservationists  
with the skills and funding to begin.

Entry-level awards worth <\$15,000 for  
projects between three and 12 months in length.

- Threats, ecology, and conservation opportunities of giant guitarfish in Karimunjawa, Indonesia
- Sharing the landscape with an Andean symbol: conserving the Andean condor in southern Peru
- Conservation of the tri-spine horseshoe crab and its habitat in Palawan, Philippines
- A schools and science-based participatory approach to conservation in Bhutan
- Building capacities in coral reef restoration in the Bay Islands National Marine Park of Honduras
- Building knowledge, tools and capacity for mammal conservation in Chaco agroecosystems of Argentina



- Conservation of an endemic and endangered oak tree in Baja California Sur, Mexico
- Establishing a research and stakeholder participation-based gharial conservation program in Katernia, India
- Saving the critically endangered giant guitarfishes in Ghana
- Saving the endangered goliath frog in Cameroon
- Saving the Hildergade's tomb bat from local persecution due to its association with the Covid-19 pandemic, Kenya
- Assessing the conservation status of a poorly known and endemic lizard in Nigeria
- Working towards the conservation of angel sharks based on fisheries research in Peru
- Conservation of threatened plant species in a high diversity area of the Brazilian Atlantic forest
- Conservation of critically endangered Bengal florican in Koshi Tappu Wildlife Reserve, Nepal
- Reconciling the expansion of oil palm plantations and the conservation of endangered grey parrots, Nigeria



# CONSERVATION FOLLOW-UP AWARDS

To support successful CLP teams to continue and advance their projects.

<\$25,000 for two years in length.

- Restoring the wild population of Maire's yew in Nepal
- Protecting brown spider monkeys and their habitats in a biodiversity hotspot in Colombia
- Action plan for amphibians in north-eastern Colombia: ten years of monitoring and research
- Saving the last giant squeaker frogs in Ghana



# CONSERVATION LEADERSHIP AWARDS

For outstanding CLP teams and projects to expand and professionalise their work.

## Indigenous-led community conservation area for the Red Siskin bird

In Southern Guyana you can find the Rupununi savannah, a biodiverse wonderland which the Red Siskin (*Spinus cucullatus*), a small, vibrant red and black bird, calls home. Until 2000, the Red Siskin could only be found in isolated areas of Venezuela and was on the verge of extinction. That was until the remarkable discovery of an isolated population of Red Siskins in the South Central Rupununi district of Guyana. Over the years CLP has funded three projects with the South Rupununi Conservation Society (SRCS) starting in 2005. This year their project has engaged five Indigenous communities to establish a community-based conservation zone.

## A community-based recovery programme for the most threatened endemic plants in Egypt

Egypt has about 50 endemic species unique to the arid, rocky mountainous area of St. Catherine Protected Area (SCPA) with some listed under the 100 most threatened plants in the world. Among the 50 endemic species, only eight have been assessed as Critically Endangered and Endangered. In this project, the team have focused their conservation recovery actions, and have so far surveyed 550km and selected eight sites for rehabilitation programmes. During the fruiting season, 150,000 seeds from eight target species have been collected for germination.





# INTERNSHIPS

CLP interns are placed within a partnership organization to boost their career prospects in conservation.

This year, we funded 9 paid interns in regional offices of CLP partner organisations in the Middle East, Africa and Asia. These young, emerging conservationists have learned new skills, received training in office and field working environments, and developed their conservation networks, with several having already secured permanent positions and achieved significant conservation impacts.

“I am honoured to work with WCS-India. It has provided me such a great platform where I can learn many things in terms of communication. The organisation’s support will enable me to work for human-leopard interaction in my local area.”

**Vaibhav Bhogale**  
WCS-CLP Intern, India

# INTERNS



**VAIBHAV BHOGALE**

WCS-CLP Intern, India  
*Mobilizing students to advocate shared spaces for humans-leopards in human-dominated agriculture rural landscape*



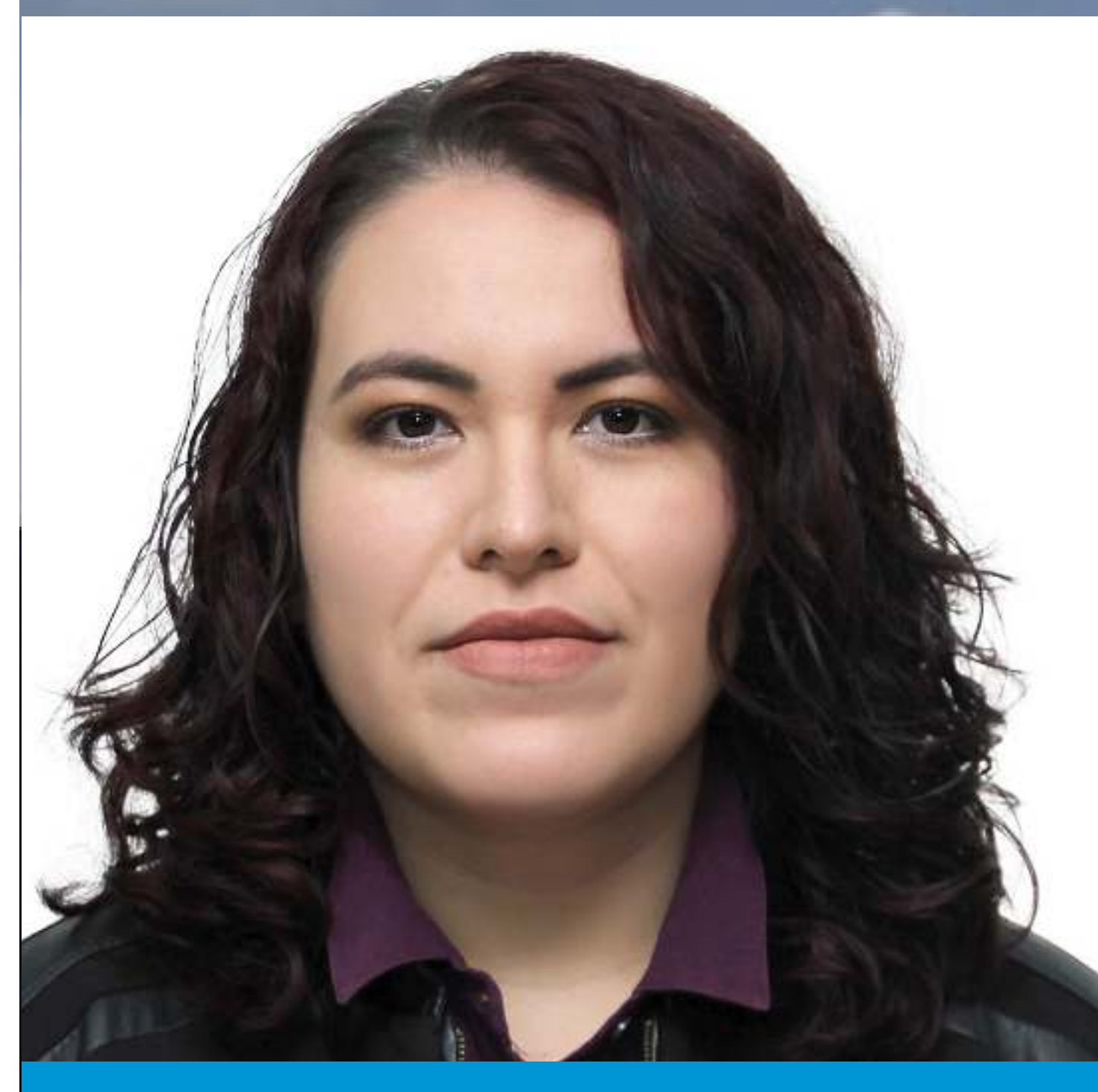
**UNDRAL ERDENEBAT**

WCS-CLP Intern, Mongolia  
*Applying GIS and remote sensing in the South Gobi of Mongolia to support conservation interventions*



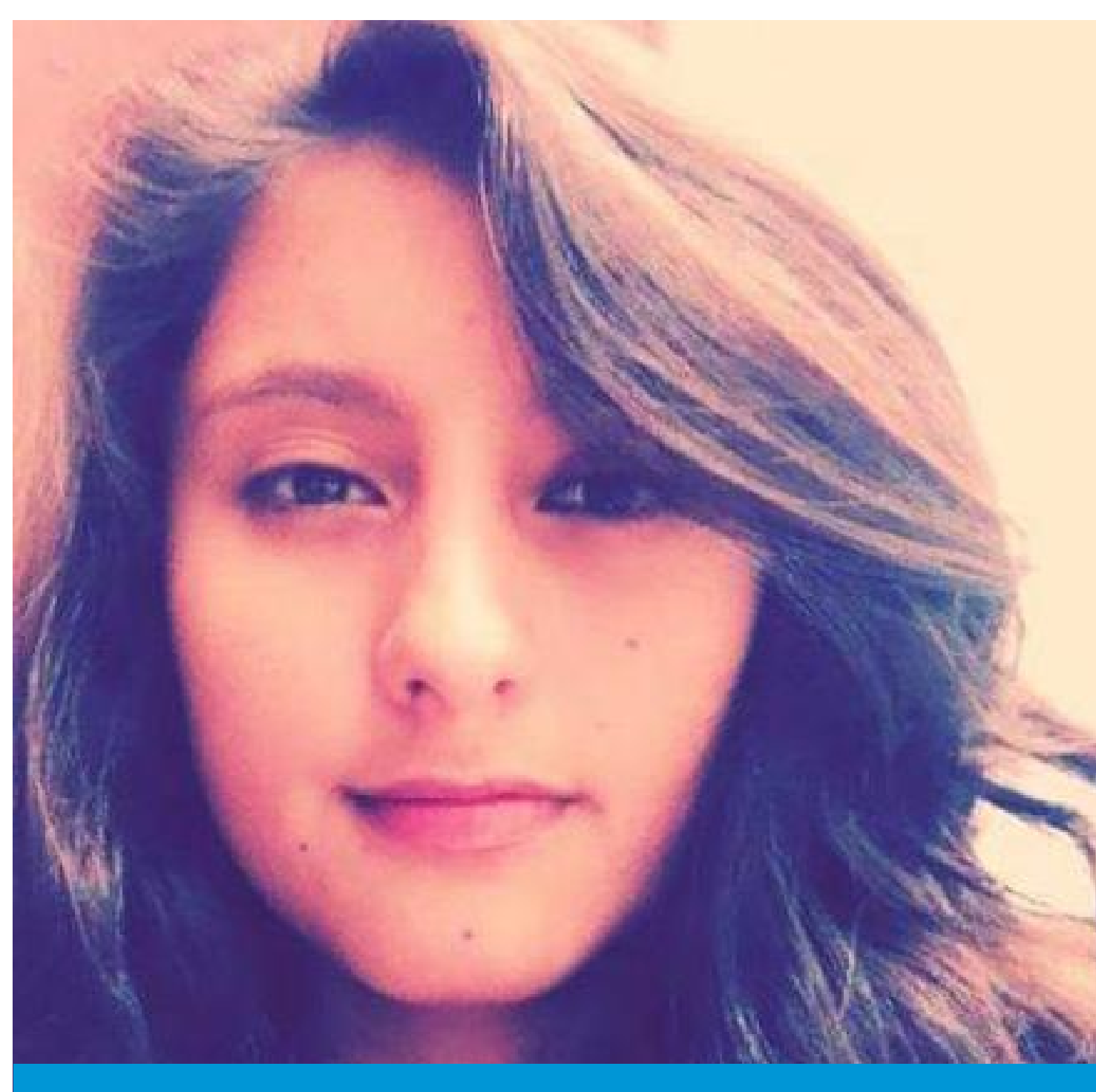
**JINYU YANG**

WCS-CLP Intern, China  
*Creating a roadmap for China's mining sector to reduce net biodiversity loss*



**ABIGAIL DEL POZO**

BirdLife-CLP Intern, Ecuador  
*Internship for the Flyways, Species and Forests Programmes / BirdLife Americas*



**ESTEFANIA MONTESDEOCA**

BirdLife-CLP Intern, Ecuador  
*Update of the information on species, criteria and limits of the IBAs of the Americas*



**DENNIS COLLAGUAZO**

BirdLife-CLP Intern, Ecuador  
*Marketing and Communications multimedia designer*



**SHERREL CHARLES**

Fauna & Flora Intern, Antigua and Barbuda  
*Communicating locally-led conservation action in Antigua and Barbuda*



**NGOUAN THARAMONY**

Fauna & Flora Intern, Cambodia  
*Marine turtle conservation project intern*



**HUE THI HUYNH**

Fauna & Flora-CLP Intern, Vietnam  
*Supporting the implementation of Marine resource management projects in Nui Chua National Park*



Image: Martin Mwangi



Image: Fundacion Atelopos

# SCHOLARSHIPS

Fauna & Flora selected Mariam Weston-Flores from Mexico to receive the 2021-2022 Segré scholarship to attend the MPhil in Conservation Leadership at the University of Cambridge.

Mariam is an Engineer in Sustainable Development with a passion for wildlife conservation and sustainable social development. She started her career volunteering for the Animal Karma Foundation where she soon rose to the role of Conservation Director. Mariam conducted her placement project at the United Nations Environment Programme - World Climate Monitoring Centre (UNEP-WCMC). Her project purpose was to identify the possible risks from climate change that may affect the long-term provision of a sustainable income from nature tourism and the viable nature-based solutions to mitigate them.

“My experience has been more than incredible! For the last eight weeks, I have learned so much from the shared experiences and lessons of our lecturers. I believe that what makes this experience much more unique and enjoyable is that all the lecturers are people with years of hands-on experience in different conservation areas. Being able to ask questions and advice directly to these experts makes all my lectures more engaging and valuable. This opportunity has helped me deconstruct my stigmas about conservation and understand different perspectives on how conservation should be done according to the context.”

**Mariam Weston Flores**

96%

reported that they plan to take more leadership actions as a result of attending the Creative Leadership module (all but one participant)

82%

reported significant improvement on their skills conducting donor research as a result of the fundraising module, with 18% noting some improvement

100%

learned from experiences of others during the Conservation Management Leadership workshop

95%

gained skills in project planning (constructing a logical framework)

83%

of trainees shared resources and opportunities with others, and 72% established new collaborative relationships as a result of attending this training

96%

plan to take more leadership actions

# TRAINING

Our international and regional training workshops increase the professional development of early-career conservationists.

## International Training

This year, CLP ran the International Conservation Management and Leadership course as a hybrid training, with a month-long virtual component July 5-29 and a ten-day in-person workshop September 30 - October 9 in Musanze, Rwanda. The course was delivered to 23 participants from 17 countries. It covered a variety of topics including creative leadership, project planning, behaviour change, communications, gender and conservation and fundraising.

All 23 participants completed the virtual component of the course to satisfaction. 77% of participants (n=17) rated the course overall as "Excellent," with 23% rating is as "Very Good" (n=5); one participant did not complete their survey.

"Each and every topic covered during this training will really help in my project and my life in general. You helped me develop skills for my work. You helped me build my confidence. You gave me the best moment of my life."  
**Ilobi Kelechi Precious**



## Regional Training

Each year, CLP delivers training courses in different regions of the world to build skills and knowledge for the benefit of conservation.

In 2022, CLP delivered three online regional training courses, building on our previous success in 2021 and ensuring we are responding to the need from our network. Overall, we had 38 participants (21 female, 16 male).

## Project Planning and Fundraising Workshop

**March - April 2022**

Two online courses were delivered, the first in South America and the second to participants in Turkey, Egypt and the Middle East. Both courses were designed to improve the fundraising skills of early-career conservationists, increase the number of proposals that CLP receives from the target regions and develop an informal network of early-career conservationists attending the training.

This workshop invites input from donors on their expectations for writing strong grant proposals and managing an effective donor relationship. This year, we were pleased to have the input of The Rufford Foundation, Fondation Segré and the Mohammed Bin Zayed Species Conservation Fund.



# Writing for Conservation

March 2022

Through a series of interactive sessions, this virtual course took participants through the full process of planning, preparing and writing a manuscript for submission to a peer-reviewed journal of conservation or ecology (or a related field). The workshop provided scientific writing for journals in general, software tools for analysis and writing, structuring data and analysis into the format of a scientific article, the preparation and submission process, general do's and don'ts, and an editor's tips for success. By the end of the workshop each participant had a draft article that was ready for submission to a regional or international journal. This course was available to all CLP alumni from Central Asia - Kazakhstan, Tajikistan, Uzbekistan, Georgia, Turkmenistan, and two staff members from each partner organisation.

Publications from the writing for conservation workshop were also featured in 2022 autumn edition of Oryx.

“Writing is a skill for life, and a well-written article both supports decisions affecting biodiversity and contributes towards personal and professional development.”  
**Stuart Paterson and Martin Fisher**


# Building Leadership Capacity for Conservation: A Virtual Workshop for Rising Leaders


May - June 2022

This course outlined effective leadership in conservation practice and encouraged participants to become more aware of their leadership potential, including how to be collaborative, strategic, and creative leaders of their conservation projects and organizations. This training consisted of live sessions and a Q&A panel with mid-career CLP alumni. Participants on this course were early to mid-career nationals of Cambodia, Lao PDR, Myanmar, Malaysia, Philippines and Indonesia.



**Project Planning and Fundraising Workshops**  
100%   
of participants rated the course as “Excellent”

**Writing for Conservation**  
100%   
of participants plan to submit their proposals to a donor

**Building Leadership Capacity for Conservation**  
92%   
of participants reported that they plan to take more leadership actions at their organization; one participant shared that they would like to step back and reflect on their current performance before taking more leadership actions in their work.

100% 

of trainees reported benefitting from networking with other participants. All participants noted that they learned from others' experiences/perspectives, while 70% reported sharing resources/opportunities with others

91% 

As a result of this training, 91% of respondents reported increased confidence in their ability to develop a relevant communications plan for stakeholder engagement for their conservation project

83% 

rated their overall experience of this training as Excellent, with 17% reporting Very Good

100% 

All trainees reported feeling prepared to train their colleagues and/or CLP team members on key takeaways from this course

100% 

All participants reported being able to develop a communication plan to share with relevant stakeholders

## REUNIONS

We want to ensure that all our early-career conservationists have equal opportunities to build in person relationships, knowledge and skills from the network, even alongside a pandemic. So, as well as the delivery of our regular programme we also reunited 2020 and 2021 award winners in Indonesia and South Africa.

### INDONESIA, ASIA AND THE PACIFIC, EURASIA (23 PARTICIPANTS)

This course brought 2020 and 2021 CML trainees, who had only previously met virtually, together in Indonesia from December 11-17 2022. We built on relevant topics taught during the virtual workshop. This training allowed participants to share lessons learned from project management and stakeholder engagement in their CLP Team Award project, utilize stakeholder analysis and assessments within their conservation work, and go through the project management process. This course concluded with a day trip to a Marine Protected Area (MPA) co-managed by WCS, where participants engaged with local stakeholders in a Q&A before visiting the MPA, one of WCS Indonesia's main field sites in Lombok.



Image: Gaurav Vashistha

**100%**   
 stated that the overall training was 'Excellent', or 'Good'

**SOUTH AFRICA (21 PARTICIPANTS)**

This workshop brought together recipients of 2020 and 2021 CLP awards in South Africa from November 12-18 2022. This cohort was diverse, with 21 participants from 14 different countries, all working on their own conservation projects. The workshop was a 5-day long training with 1.5 days on Project management with Melissa Whitecross as a facilitator and 1.5 days of Stakeholder engagement with Simmy Bezeng as a facilitator. Both are staff from BirdLife South Africa, thus this training was an opportunity to strengthen our relationship with partners in different countries.



Image: Leala Rosen

**90%**   
 Project management and stakeholder engagement was 'Very Relevant' for 90% of the participants, and 'Relevant' for 10% of them

“The training has changed the way I see my future career. Discussing projects and sharing moments with people from different places was truly transformative. Thanks to the CLP team for this amazing opportunity.”  
**Victoria Reis de Souza, Brazil**



# SUPPORTING AND CELEBRATING CLP ALUMNI


We continue to embrace online learning environments to ensure we can support the skills and career development of our alumni.

## CLP LEARNING, TRAVEL AND NETWORKING GRANTS

This year, CLP re-launched travel grants for alumni to attend courses or conferences, while continuing to offer online learning grants for virtual courses and conferences. We also re-launched networking grants, which allow alumni to plan networking events, trainings, or conferences for alumni within their region. This year, we awarded 39 grants totalling \$38,585 USD: one networking grant, 15 travel grants, and 23 online learning grants to 34 CLP alumni for 22 different events, including: Durrell Conservation Academy’s “Endangered Species Recovery” course, the Mason-Smithsonian School of Conservation’s “Managing Ecological Data in R” course, and the Pan-African Ornithological Congress (PAOC) in Zimbabwe.

“This conference brought together more than 1,200 ecologists from Mexico and the world, with many interesting conferences and the opportunity to talk with many experienced colleagues.”  
**Jose Serrano (Mexico),**  
VIII Congreso Mexicano de Ecologia, Oaxaca, México

**80%**   
reported confidence in their ability to use skills and knowledge gained from the event (course or conference) to increase stakeholder knowledge in their region

**67%**   
of alumni shared that they will be able to reach key objectives of their CLP supported project as a result of the event; note that 20% of respondents are not actively involved in a CLP project

### **SUPPORT FROM CLP STAFF**

In 2022, 10 CLP Alumni Updates were shared with the alumni network. These updates highlighted upcoming training, funding, and other professional development opportunities both internal and external to CLP, as well as the call for applications for Alumni Reviewers to support the 2023 Team Awards application process.

### **MENTORING THROUGH THE ALUMNI NETWORK**

CLP alumni also support applicants as they prepare to apply for a CLP award each year. Applicants contact these volunteer reviewers directly with requests to review draft proposals and answer general questions about CLP. Following an application process, 7 alumni were invited to join the program this year. CLP staff facilitated a training for Volunteer Alumni Reviewers on the review process, eligibility criteria, and tracking communications with potential applicants.

“The program was very interdisciplinary, and gave me new perspective on sustainability topics, including climate change, green finance, protected area management, and also conflict resolution in environmental work.”

**Rafid Shidqi**

UC Berkeley’s Beahrs Environmental Leadership Program, Indonesia



Image: PPI Les Films Au Clair De Lune

# THE CLP PARTNERSHIP

## BIRDLIFE INTERNATIONAL

BirdLife International is a global family of over 120 national partners covering all continents, landscapes and seascapes. BirdLife is driven by its 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](http://www.birdlife.org)



## FAUNA & FLORA

Fauna & Flora is an international wildlife conservation charity. They work closely with conservation partners in well over 40 countries to save nature, together. Their focus is on protecting and restoring habitats, saving species from extinction and developing sustainable livelihoods for those living closest to nature. Their people are based around the world; supporting projects on the ground in-country and providing technical and operational expertise from their UK head office, and from regional offices across the globe.

[www.fauna-flora.org](http://www.fauna-flora.org)



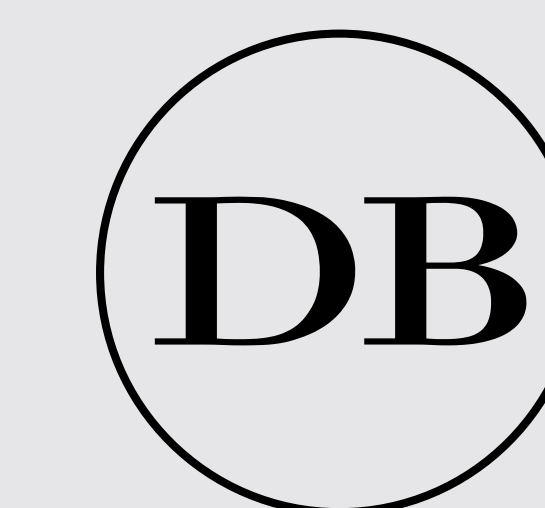
## THE WILDLIFE CONSERVATION SOCIETY (WCS)

The Wildlife Conservation Society (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.

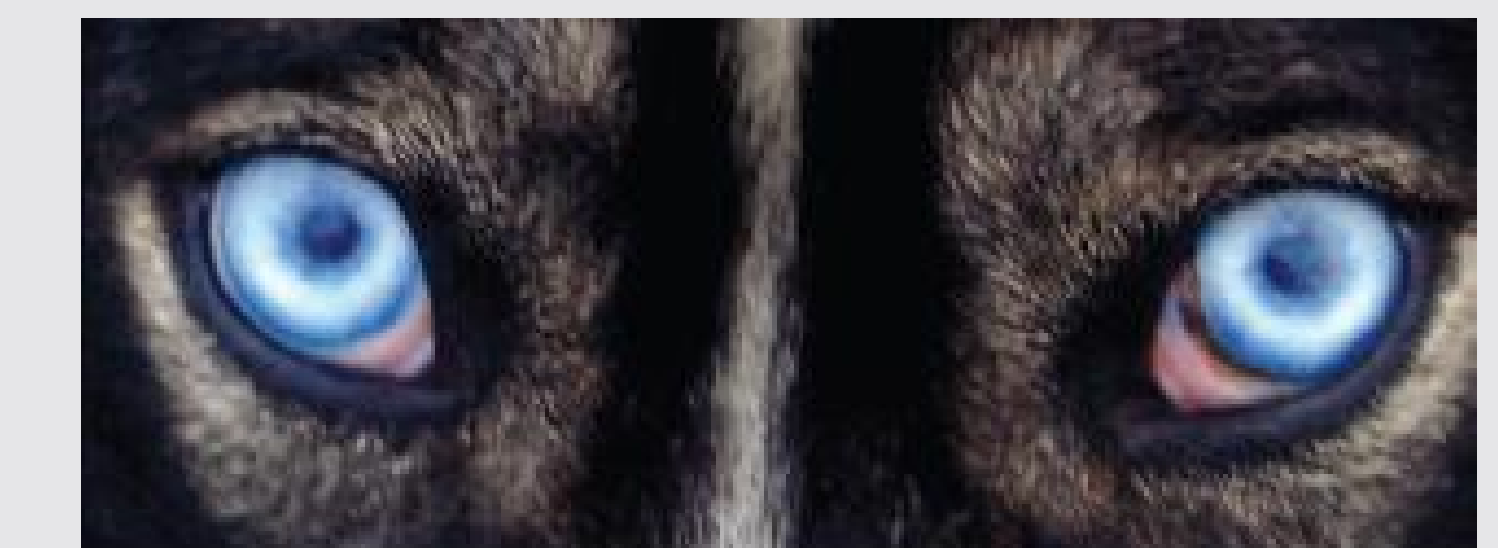
[www.wcs.org](http://www.wcs.org)



# CLP DONORS



## DE BEERS GROUP



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## EXECUTIVE COMMITTEE



**KATE MASTRO**  
Senior Program Manager,  
Learning & Leadership  
for Conservation  
*Wildlife Conservation Society*



**MARIANNE CARTER**  
Director, Conservation  
Capacity & Leadership  
*Fauna & Flora*



**LENKE BALINT**  
Head of Partnership,  
Communities and  
Capacity Development  
*BirdLife International*

## MANAGEMENT TEAM



**OLIVIA COUCHMAN**  
Executive Manager  
*Fauna & Flora*



**NATHALIA SANTANA**  
Program Coordinator  
*Wildlife Conservation  
Society*



**SHERILYN BOS**  
Programme Officer  
*BirdLife International*



**HENRY REES**  
Programme Officer  
*Fauna & Flora*



**LEALA ROSEN**  
Program Officer  
*Wildlife Conservation  
Society*



**KATE TOINTON**  
Communications  
Executive (currently on  
parental leave)  
*Fauna & Flora*



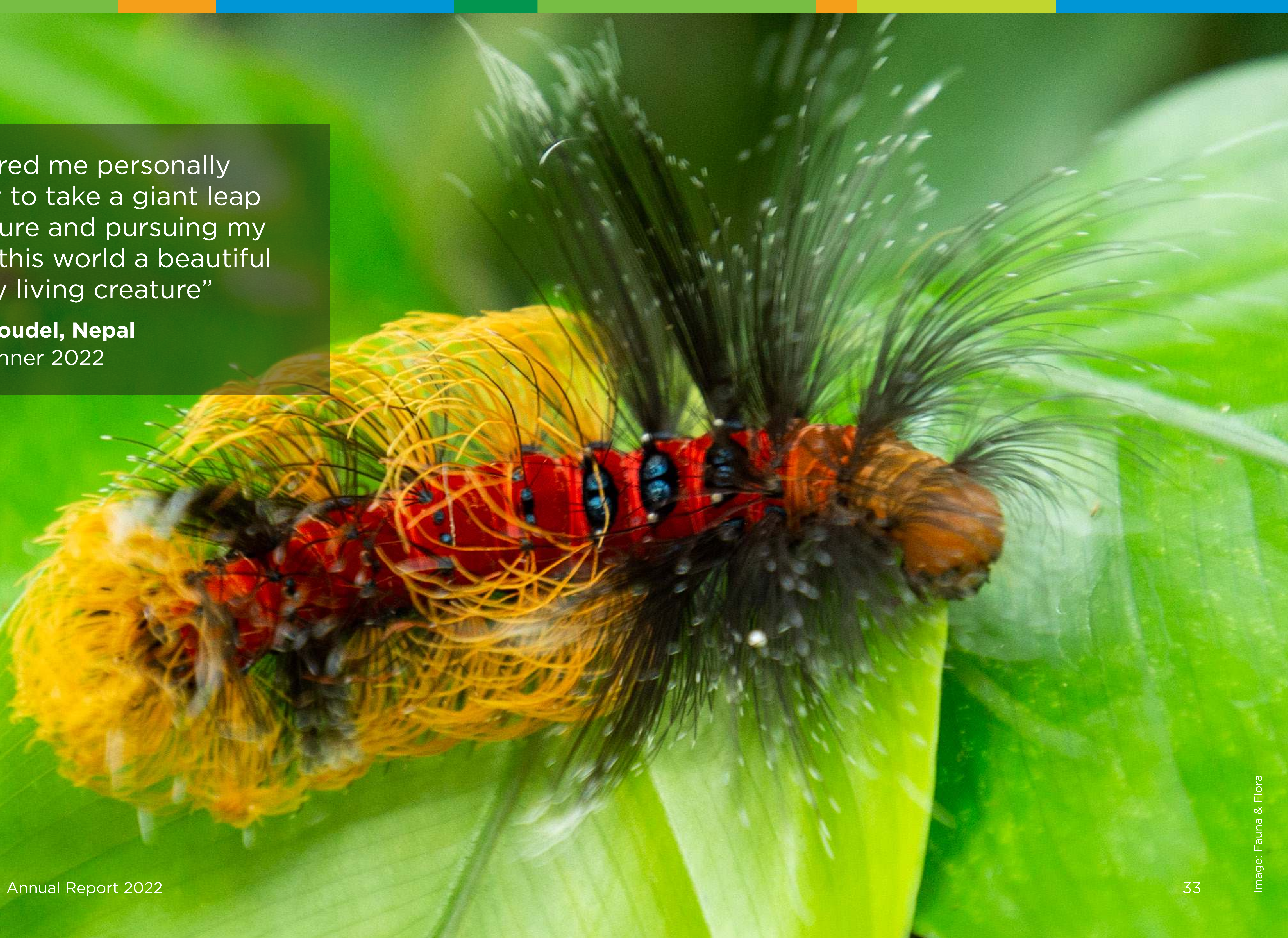
**BECCA THOMAS**  
Communications Executive  
(parental leave cover)  
*Fauna & Flora*





“CLP has prepared me personally and professionally to take a giant leap for conserving nature and pursuing my dreams of making this world a beautiful place for every living creature”

**Prakash Poudel, Nepal**  
CLP winner 2022





# LOOKING AHEAD

CLP will continue to offer project grants and capacity support to conservationists working to save threatened species and sites worldwide.

Our call for Team Award applications is announced in July each year.

-  Email: [clp@birdlife.org](mailto:clp@birdlife.org)
-  [Facebook.com/clpawards](https://www.facebook.com/clpawards)
-  Twitter: [#WeAreCLP](https://twitter.com/CLPawards)
-  [Instagram.com/CLPawards](https://www.instagram.com/CLPawards)
-  [Youtube.com/CLPawards](https://www.youtube.com/CLPawards)
-  Search "Conservation Leadership Programme"

[CONSERVATIONLEADERSHIPPROGRAMME.ORG](https://www.conservationalleadershipprogramme.org)



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