2020 ANNUAL REPORT

Building the next generation of global conservation leaders

Credit: Nika Paposhvili
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WHO WE ARE

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

For over 35 years, CLP has directed project funding, training, mentorship and other career-building opportunities to early-career conservationists from developing countries who are tackling some of the world’s most pressing conservation challenges.

Our alumni form a growing and extensive network of approximately 2,900 conservation practitioners from over 100 countries, many of whom have gone on to lead successful careers in conservation after gaining CLP support. CLP is grateful to our partnership organisations and donors for continuing to support our work and the conservation actions of our alumni.

“CLP is for everyone, it has no boundaries”
THATAYAONE MOTSENTWA
Botswana – 2020 award-winner
THE CLP PARTNERSHIP

**BIRDLIFE INTERNATIONAL** is a global family of over 115 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)

**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)

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

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EXECUTIVE MANAGER’S MESSAGE

CLP’s activities and achievements in 2020 have been remarkable in the face of a global pandemic that has affected every aspect of the programme including our grantees, their stakeholders and CLP staff. During this challenging period, we have remained fully committed to enhancing conservation and leadership capacity and granting funding in support of vital conservation projects.

Recognising the utmost importance of health and safety, CLP continued to support early-career conservationists at a time when other professional development opportunities and funding avenues were being postponed or cancelled.

CLP is pleased to report that our previous award-winners around the world continue to deliver noteworthy successes, including the discovery of two new species of frogs in Colombia; increasing numbers of critically endangered parakeets in Brazil; and the creation of Guyana’s first Important Bird and Biodiversity Area.

By implementing CLP-funded projects and participating in our training courses, many alumni have gained experiences and opportunities that have helped them to advance in their careers, complete PhDs, gain additional funds, and increase exposure and awareness of their work.

Throughout 2020, we have enquired, explored, reflected and re-engineered our programme. Our experiences and lessons learnt have influenced our plans for both the short- and long-term.

STUART PATERSON
CLP EXECUTIVE MANAGER

We have adapted our systems, seized upon technologies and streamlined our way of working together and supporting others.
19

**Team Awards** worth c. $350,000 were granted to early- and mid-level conservationists (84 individuals supported in total), enabling them to deliver projects to tackle threats to imperilled species.

56

**people** were trained in our online training courses. Participants gained key conservation skills and knowledge, including project planning, fundraising and creative leadership.

7

**interns** are working within the local offices of CLP partner organisations, three of whom have been offered extended contracts at their host organisations.

1

**scholar** was identified, trained & mentored whilst undertaking the MPhil in Conservation Leadership at the University of Cambridge. Two additional students undertook co-supervised placement projects with CLP.

Team Awards

- 19 Team Awards
- Worth c. $350,000
- Granted to early- and mid-level conservationists
- 84 individuals supported in total
- Enabled them to deliver projects to tackle threats to imperilled species

Training

- 56 people trained
- In online training courses
- Gained key conservation skills and knowledge
- Including project planning, fundraising and creative leadership

Internships

- 7 interns
- Working within local offices of CLP partner organisations
- Three offered extended contracts

Scholarships

- 1 scholar
- Identified, trained & mentored
- Undertaking MPhil in Conservation Leadership
- Two additional students undertook co-supervised placement projects with CLP
ALUMNI NETWORK SUPPORT

29 online learning grants worth c. $15,000 were awarded to 26 CLP alumni.

11 CLP alumni were recruited and trained to act as volunteer reviewers for Team Award applications.

6 webinars were delivered to CLP alumni and the wider conservation community.

5 reunion calls brought together cohorts of trainees from 2015-2019, providing opportunities to socialise, give updates on work and check on capacity needs.
TEAMS AWARDS

CLP directs funding to early-career conservationists undertaking priority projects to save threatened species

CLP awards funding to teams 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.

Tier 1: Future Conservationist Awards
Entry-level awards for small-scale research and awareness-raising projects
Duration: 3-12 months
Award value: $15,000

Tier 2: Conservation Follow-Up Awards
Continuation awards for past recipients of a Future Conservationist Award
Duration: up to two years
Award value: $25,000

Tier 3: Conservation Leadership Awards
Continuation awards for past recipients of a Follow-Up Award
Duration: up to three years
Award value: $50,000

In 2020, 19 conservation projects spread across four world regions were selected for a CLP award. These projects were spread across four world regions.

AFRICA – 6 projects
EURASIA – 5 projects
ASIA & THE PACIFIC – 4 projects
LATIN AMERICA & THE CARIBBEAN – 4 projects

This year, we were pleased to grant awards to projects in Botswana, Costa Rica and Tajikistan for the first time.
AWARD-WINNING PROJECTS IN 2020

1 FUTURE CONSERVATIONIST AWARDS

- Occupancy modelling to determine wildlife corridors at Makgadikgadi Pans, Botswana
- Testing snow leopard human-wildlife conflict prevention measures in Tajikistan
- The snaring disaster and optimistic solutions for in situ wildlife conservation in Vietnam and Laos
- Assessing the status and threats to the Nigerian white-bellied pangolin
- A carnivore conservation initiative in the north-eastern forest reserves of Bangladesh
- Monitoring and habitat rehabilitation for Sharpe’s longclaw in Kinangop, Kenya
- An amphibian strategy for the consolidation of the Páramo de Sonsón action plan in Colombia
- Small feldid conservation in an endangered ecosystem in Bolivia
- Saving the Critically Endangered intermediate puddle frog in Ghana
- Taking action to conserve understudied key seagrass species in Osa, Costa Rica
- Protecting endangered plant species of the mecrusse forest in the Panda District, Mozambique
- Roost and habitat protection for short-tailed roundleaf bats in Nigeria
- Socio-scientific research on sawfish populations in Indonesia
- Development of catching techniques and tagging of the red-breasted goose by satellite transmitters in Kazakhstan
- Conservation actions and invertebrates investigation in Sataplia-Tskaltubo karst caves, Georgia
CONSERVATION FOLLOW-UP AWARDS

- Recovering the Critically Endangered El Rincon stream frog in Patagonia, Argentina
- Research and conservation of the velvet scoter in Georgia
- Transboundary conservation of horseshoe bats in the Romanian-Serbian Iron Gates

“I shared the good news with my team in a remote meeting on Zoom and they were very happy. Coincidentally, just as we jump to the next stage of our work, we are again supported by CLP who triggered our project seven years ago!”

FEDERICO KAKOLIRIS
Team leader of a Follow-up Award for frog conservation in Argentina
CONSERVATION LEADERSHIP AWARD

A foundation for the future: Building India’s first comprehensive model for snow leopard conservation

The 2020 CLP Leadership Award will allow Kulbhushansingh “Kullu” Suryawanshi and his team to build on their previous CLP-funded projects and expand their work to change local peoples’ attitudes towards snow leopards. They will recruit and train 30 local ‘conservation champions’ and work with 50 schools to raise awareness about the leopards’ plight. Ultimately, they hope to form a conservation plan that will be integrated into national- and international-level policy documents.

“...the first conservation problem in Africa is capacity, with funding following quickly in hot pursuit. CLP has succeeded at putting both issues front and centre in their programme, with such perfect harmony of the different elements. I can only wish that there were more initiatives like CLP.”

IRORO TANSHI
Nigeria – 2020 award-winner

Our award-winners become part of the CLP Alumni Network, which offers them life-long capacity support such as enabling them to connect with peers around the world and gain other grants and opportunities to enhance their professional development, including participation in our international and regional training courses.
INTERNSHIPS

CLP interns are placed with a partnership organization to boost their prospects in the conservation workplace

Our interns learn new skills from experienced staff, gain training in office and field working environments, and develop their conservation networks. An important new aspect of our internships has been to support these young conservationists in developing post-internship action plans to help them identify and approach future employees.

This year, we placed seven interns in partner host organisations (five at FFI, two at BirdLife).

“The internship has equipped me with practical skills & experience, because I had the opportunity to work on an actual project, and observe and deal with the reality. That has taught me a considerable amount about problem-solving and self-management.”

TAM THI THANH DO
“My internship has helped to advance my career by providing me with an opportunity to be engaged in on-the-ground conservation action both in terms of practical species conservation interventions but also in terms of directly interacting with stakeholders.” — MARLENE HORSFORD

ITH SREY OUN
FFI-CLP INTERN
Building capacity for locally-led and participatory MPA development and monitoring

Ith Srey Oun developed underwater monitoring skills and learned about the process of creating Marine Fisheries Management Areas. She has accepted a full-time role with FFI Cambodia.

TAM THI THANH DO
FFI-CLP INTERN
Assessing impacts and potential conservation solutions related to tourism and coastal development in Con Dao, Vietnam

Tam Thi Thanh Do has developed skills in collecting data on the seafood trade and project planning with FFI Cambodia.

SAKINA IMONAZAROVA
FFI-CLP INTERN
Assisting in the development of new ideas on threatened fruit trees and bulbs for FFI Tajikistan programme

Sakina Imomazarova has developed skills whilst researching the use and conservation of medicinal plants.

MARLENE HORSFORD
FFI-CLP INTERN
Future-proofing endangered species conservation in Anguilla

Marlene Horsford has learned about mangrove and sea grape planting activities and is helping ensure that the island is rat-free.

TIN ZAR NI WIN
FFI-CLP INTERN
Conservation and research on mangroves in the Coastal Region of Myanmar

Tin Zar Ni Win has developed survey skills and gained confidence for delivering

CONSOLATA GITAU
BIRDLIFE INTERNATIONAL -CLP INTERN
A desk-based review of illegal killing and capture of birds in sub-Saharan Africa

Consolata Gitaui is working to reduce threats to migratory birds.

JOSEPH AFRIFA
BIRDLIFE INTERNATIONAL -CLP INTERN
Monitoring and nominating Important Bird & Biodiversity Areas in Ghana

Joseph Afrifa is developing research skills and supporting BirdLife partners across the region.
SCHOLARSHIPS AND PLACEMENTS

We provide scholarships and student placements to offer young conservationists valuable educational experiences

SCHOLARSHIP SUPERVISION

For the 2020-2021 academic year, scholarship supervision is being provided to Akylai Kabaeva from Kyrgyzstan, who is pursuing an MPhil in Conservation Leadership at the University of Cambridge. She started her conservation career in 2016 thanks to a CLP internship, which led to a job as Programme Officer at FFI in Kyrgyzstan.

MPHIL PLACEMENT PROJECTS

Two students undertaking the MPhil in Conservation Leadership at the University of Cambridge conducted two placement projects, which were actively supervised by members of the CLP team.

**Partnership Power: What Makes Partnership Work.** This project by Mercy Kariuki captured lessons from five years in CLP’s history, typified by financial restrictions, when the programme was maintained despite reductions in funding. Key lessons learnt from the study are useful not just to CLP but also to other organisations looking to maintain healthy and functioning partnerships.

**Creating a Sustainable Fundraising Model for Long-term Conservation and Capacity Building.** This project by Liz Kiambi considered various methods of raising sustainable financing for CLP with a focus on tailoring CLP as a revenue generating service provider, delivering training and other capacity support to other parties e.g. the private sector.

“The MPhil in Conservation Leadership has helped me to understand the bigger picture of conservation projects and how to manage them, challenge the existing assumptions and find an innovative way to deliver conservation activities. I’ve also developed skills in developing strategies, managing teams and critical thinking.”

AKYLAI KABAeva

Credit: Cambridge Masters in Conservation Leadership
TRAINING

Our training helps boost the professional development of early-career conservationists

INTERNATIONAL TRAINING

Due to travel restrictions and health concerns imposed by COVID-19, the international 2020 Conservation Management and Leadership course was held virtually over eight weeks. Our 28 trainees came from 19 countries across the world and were trained in creative leadership, project planning, behaviour change communication, fundraising, gender in conservation, and best practices of training.

“The CLP course connects great conservationists and provides additional guidance to not only ensure the swift execution of projects but to do this in ways that will yield the most impact for species and landscapes.”

CHARLES AGBOR EMOGOR
Nigeria – 2020 award-winner
Our 28 trainees (13 female / 15 male) came from 19 countries across the world.
“All the [training] sessions helped me to improve myself and become more self-confident. Every session was very informative and relevant for my future personal development as a conservationist.”

SOPIO KIKNAVELIDZE
Georgia - 2020 Award-Winner

Project Design and Fundraising training in Central Asia: regional distribution of the 14 participants (5 female / 9 male)

“CLP’s training was one of the best I have had. It allowed me to learn not only skills for my professional development but also for my personal development. I was able to create new connections and friendships around the world that will contribute to my future as a conservationist.”

SIGIFREDO CLAVIO GARZON
Colombia - 2020 Award-Winner

REGIONAL TRAINING
This year we led training workshops with early-career conservationists in Central Asia and Eurasia to help to build key conservation skills and knowledge in these regions.

Project Design and Fundraising training in Central Asia
In this workshop, participants developed project planning and fundraising skills to help them increase funding to projects in Central Asia and to establish an informal network of early-career conservationists across the region.

14 participants were trained in total (5 female/ 9 male) from five countries in Central Asia: Afghanistan (3), Kazakhstan (1), Kyrgyzstan (5), Russia (1) and Tajikistan (4). All participants plan to submit their proposals to a donor, and 43% submitted their proposal to CLP.
“Researchers often think about the research itself and do not pay enough attention to how to “package” the project. Thanks to the training, I feel that my knowledge has improved” VIKTORIYA ILINA

Supporting Creative Leadership across Eurasia and Middle East

CLP’s online Creative Leadership course supported 14 participants from nine countries in Eurasia and the Middle East to become more aware, effective, collaborative, strategic, and creative leaders for their projects and organisations.

The 14 participants trained (10 female/4 male) came from Albania (1), Georgia (3), Iraq (2), Montenegro (1), Romania (1), Russia (2), Serbia (1), Turkey (2), and Ukraine (1).

All participants gained skills or knowledge in navigating leadership challenges, self-awareness, enhancing creativity in independent and collaborative work, building strong teams and peer networks, and leading equitably and inclusively with diverse colleagues and partners.

92% of people who attended CLP’s 2020 Creative Leadership regional training reported increased skills related to sustaining energy, motivation, and personal resilience.

“The Creative Leadership training has led me to realize that I’m not the only one dealing with the problems I face as a conservationist, and that coming together and working it out can fix these problems.” BNWAR ABDULRAHMAN
SUPPORTING AND CELEBRATING CLP ALUMNI

This year, we embraced online platforms to bridge the learning gap and reach new audiences.

ONLINE LEARNING GRANTS
Due to COVID-19, CLP offered online learning grants for virtual courses and conferences instead of our typical travel grants. The courses attended by our alumni ranged from technical subjects to support development of field skills, endangered species recovery and data analysis, through to broader topics aimed at honing leadership skills and advancing behaviour change to create powerful conservation movements. Several courses and conferences were offered in participants’ native languages.

“The experience [of attending the course] was super helpful, and the fact that the course was in Spanish made it easier to follow and understand.”

CINTIA TELLAECHE

“Thanks to participation in the course, I was invited to collaborate with an NGO to design an outreach campaign. We submitted a proposal to a foundation. I just received an approval notice, and will get the funding we need to implement the campaign in February 2021.”

FERNANDA ALARCÓN
NEW WEBINAR SERIES

CLP organised a new series of webinars in autumn and winter 2020 to engage with our alumni network and offer support in subjects of interest from experts among our partner organisations and alumni. Webinar topics included: Nature-Based Enterprise (James Pilkington, Enterprise and Finance Specialist at FFI); Social Safeguards in the Context of Conservation (Dr Heidi Kretser, Conservation Social Scientist at WCS) and Fundraising: Being strategic and staying in the game (Dr Nelly Kadagi, WWF-EFN; Alice Reisfeld, SAVE Brazil and Kamille Pennell, WCS – all CLP alumni).

RECOGNITION AND AWARDS FOR CLP ALUMNI

Each year, a number of CLP alumni are awarded accolades in recognition of their role as conservation leaders. We are delighted that two of our alumni nominees won Marsh Awards from the Marsh Christian Trust in 2020. The Marsh Awards celebrate the outstanding contributions of those people who are committed to social, cultural and environmental causes.

Dr Ravinder Kaur received the Marsh Award for Terrestrial Conservation Leadership for her significant contribution to the conservation of threatened hornbills in Malaysia. Ravinder and her team have designed and installed artificial nest boxes for several years and, in 2017, recorded the first-ever successful fledging of a wild rhinoceros hornbill chick from an artificial nest box.

Natia Javakhishvili received the Marsh Award for Early Career Conservation for being a young conservationist who has achieved stunning success since beginning her conservation career. Natia is the CEO of SABUKO, the BirdLife partner in Georgia. Her work has been instrumental in reporting the electrocution of imperial eagle and other threatened birds by power lines. She has successfully lobbied for electricity providers in Georgia to be held accountable for destroying eagle nests.

OTHER RECOGNISED ACCOLADES RECEIVED BY CLP ALUMNI INCLUDE:

Iroro Tanshi 2020 Future for Nature Award for her work to protect Nigeria’s last known stable roost of short-tailed roundleaf bats from fruit bat hunting and wildfires.

Tess Gatan-Balbas 2020 Whitley Fund for Nature Continuation Funding Award to conserve Philippine crocodiles and Isabela Orioles.


Mridul Bora North American Association for Environmental Education 30 Under 30 for his work educating and empowering communities on human wildlife conflict and wildlife habitat protection in India.

“When you work in conservation, you often face so much resistance and problems that you often forget to even acknowledge your own successes. For me, winning the Marsh Award came with another reward: the realisation that other people believe in me.” Natia Javakhishvili
CONSERVATION OUTCOMES

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

TWO NEW SPECIES OF FROGS DISCOVERED IN COLOMBIA

A team of alumni led by Aldemar Acevedo (2010 Future Conservationist Award-winner) has discovered two new endemic species of rain frogs in tropical forests of north-east Colombia. The team performed molecular analyses and morphological comparisons with the frogs’ close relatives to confirm the species are new to science, and described their distribution in the region. The findings were published in the peer-reviewed journal Zootaxa in March 2020.

“A decade ago, we didn’t know much about the state of amphibians in this part of Colombia [the lowland forests of Norte de Santander], but thanks to our first grant from CLP in 2010, we have significantly expanded knowledge about this group.”

ALDEMAR ACEVEDO
Project team leader

GREY-BREASTED PARAKEETS RESCUED FROM THE BRINK IN BRAZIL

Thanks to the efforts of a team of alumni working with NGO AQUASIS, the grey-breasted parakeet is now facing a much brighter future in Brazil. Eight years ago, a CLP project revealed the parrot had declined to perilously low numbers due to deforestation and illegal poaching for the wildlife trade. Fábio Nunes and his team at AQUASIS installed artificial nest boxes to boost breeding success and recruited local communities in surveillance efforts to deter poachers, among other activities. After just three fledglings were recorded in 2010, the team counted a cumulative total of 1,165 fledglings in 2020. Based on the growing population trend, the IUCN Red List reclassified grey-breasted parakeets from Critically Endangered to Endangered in 2017.

“Our dream is to bring the grey-breasted parakeet back to the areas where it should never have disappeared and diversify the gene pool of wild populations.”

FÁBIO NUNES
Project team leader
GUYANA’S FIRST IMPORTANT BIRD AND BIODIVERSITY AREA ESTABLISHED

Over the last 20 years, the South Rupununi Conservation Society (SRCS) has monitored one of the last remaining populations of Endangered red siskins in South Rupununi, Guyana. Data collected from past CLP-funded projects (in 2005 and 2013) and other subsequent research helped establish South Central Rupununi as Guyana’s first Important Bird & Biodiversity Area in September 2020. SRCS has successfully gained other funding to not only continue its red siskin conservation and community outreach work but also to turn its attention to the conservation of other threatened wildlife in the region, including giant anteaters.

“The confirmation of South Central Rupununi as the first IBA in Guyana is a significant milestone for us... we hope we can now use this global recognition to provide further protection to [the red siskin] and assist other local NGOs to confirm additional proposed IBAs in Guyana.”

NEAL MILLAR
SRCS Programme Coordinator
RESPONDING TO THE PANDEMIC

How our alumni supported conservation and people during the COVID-19 crisis

CONSERVATION AND LIVELIHOODS

In response to the global pandemic, CLP alumni have initiated ways to help vulnerable communities during the COVID-19 pandemic.

- **Purnima Devi Barman** coordinated the creation and distribution of over 11,000 protective stork-themed face coverings in Assam, India. Local women are being employed as part of the initiative, and some face coverings are being sold to generate income for local communities.

- **The Andean Cat Alliance**, which includes CLP alumni Mauro Lucherini, Cintia Tellaeché and Juan Reppucci, ran a social media campaign to inform the local communities in the Andean cat range about how to protect themselves from the virus.

- **Khima Balodi** coordinated the creation and distribution of face coverings among local communities in Uttharakhand, India, including a ‘Save Vultures, Save Nature’ message. As Chairman of a local government body, he coordinated the weekly sanitisation of local households and arranged for village quarantine centres to be available for migrants from cities.

- **James W. Gbeaduh** was awarded a Wells Mountain Initiative COVID-19 Response Grant to promote protective measures in his local community in Liberia.
SUPPORTING CONSERVATION TO PREVENT FUTURE PANDEMICS

CLP alumnae Iroro Tanshi and Dr Mariane Kaizer, who respectively lead conservation projects on bats in Nigeria and northern muriqui monkeys in Brazil, reported on how human actions contributed to a zoonotic disease outbreak and why conservation efforts must play a vital role in preventing future pandemics. To prevent future zoonotic disease outbreaks and protect nature, Mariane and Iroro are among many conservation leaders who are campaigning to improve the ways in which harmful zoonotic diseases are monitored and mitigated.

"After the COVID-19 outbreak, it is now more vital than ever before to use what we have learned from past experiences (like in the case of the 2018 yellow fever epizootic outbreak in Brazil) to improve how we monitor and mitigate harmful zoonoses."

DR MARIANE KAIZER
CLP alumna, northern muriqui conservation project, Brazil
A NEW DONATION LANDMARK

In 2020, CLP surpassed $10 million in funding awarded since it was established in 1985. This funding has been awarded in support of 762 vital conservation projects and internships around the world, including training, mentorship and networking opportunities for awardees. Over 35 years, the funds have been distributed through the annual CLP Team Awards, paid internships, training courses, scholarships, and small grants to members of the Alumni Network, which now comprises approximately 2,900 individuals in about 100 countries worldwide. Many projects have achieved remarkable successes, including the discovery of about 140 new species and the establishment of approximately 80 protected areas and 60 new NGOs. Several alumni are among the world’s leading conservationists who are continuing to make outstanding contributions to conservation.
LOOKING AHEAD

In the future, CLP will continue to provide project grants and capacity support to conservationists working to save threatened species and sites worldwide. Our call for Team Award applications launches in July each year.

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conservationleadershipprogramme.org