

ANNUAL REPORT

Building the next generation of global conservation leaders











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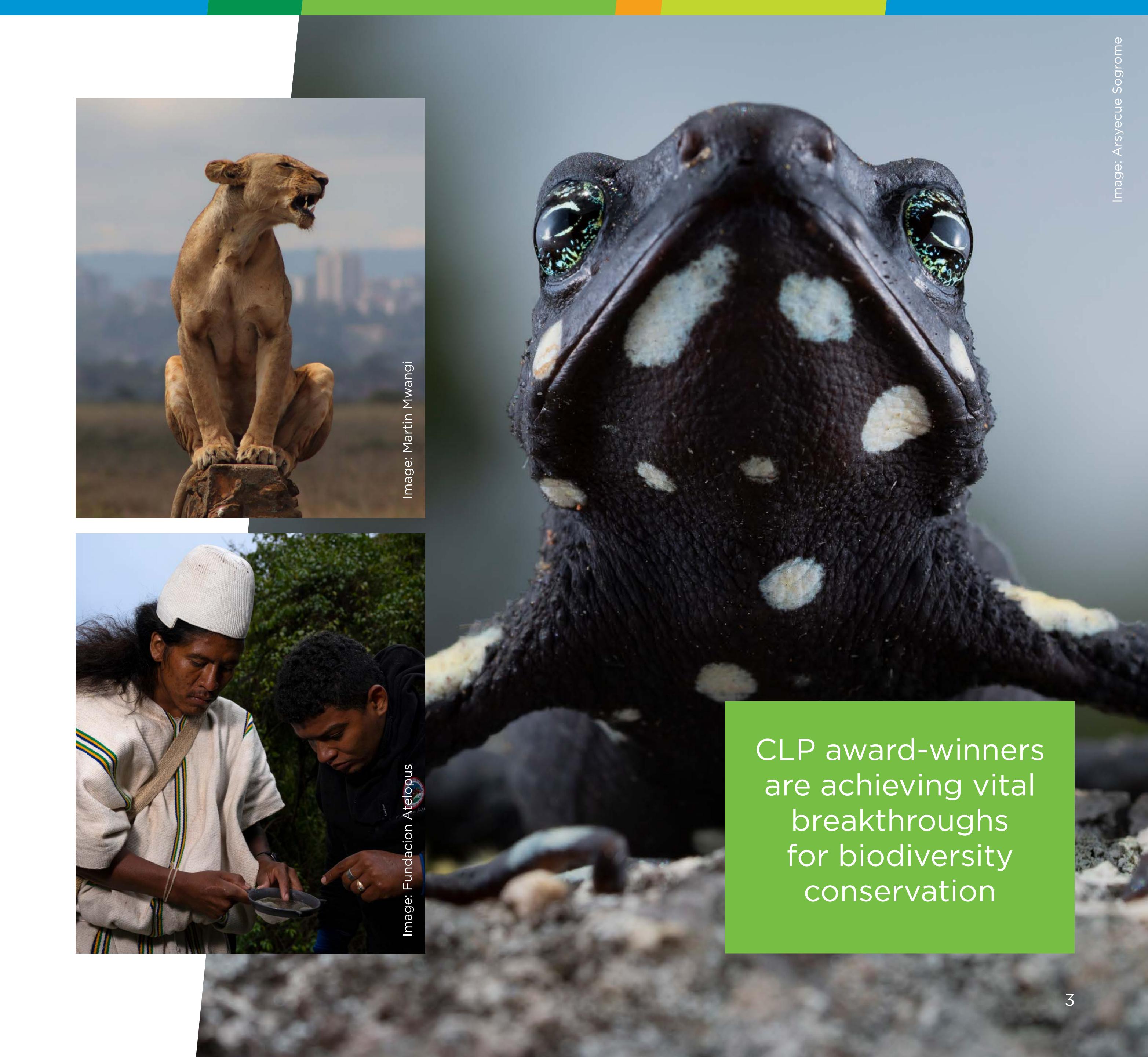
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WHO WE ARE

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 identify, 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 key conservation challenges.

Our alumni comprise a network of approximately 3,000 conservation practitioners from over 100 countries, many of whom have led vital steps forward 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.



THE CLP PARTNERSHIP

BIRDLIFE INTERNATIONAL

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



FAUNA & FLORA INTERNATIONAL (FFI)

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



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



CLP DONORS







EXECUTIVE COMMITTEE



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



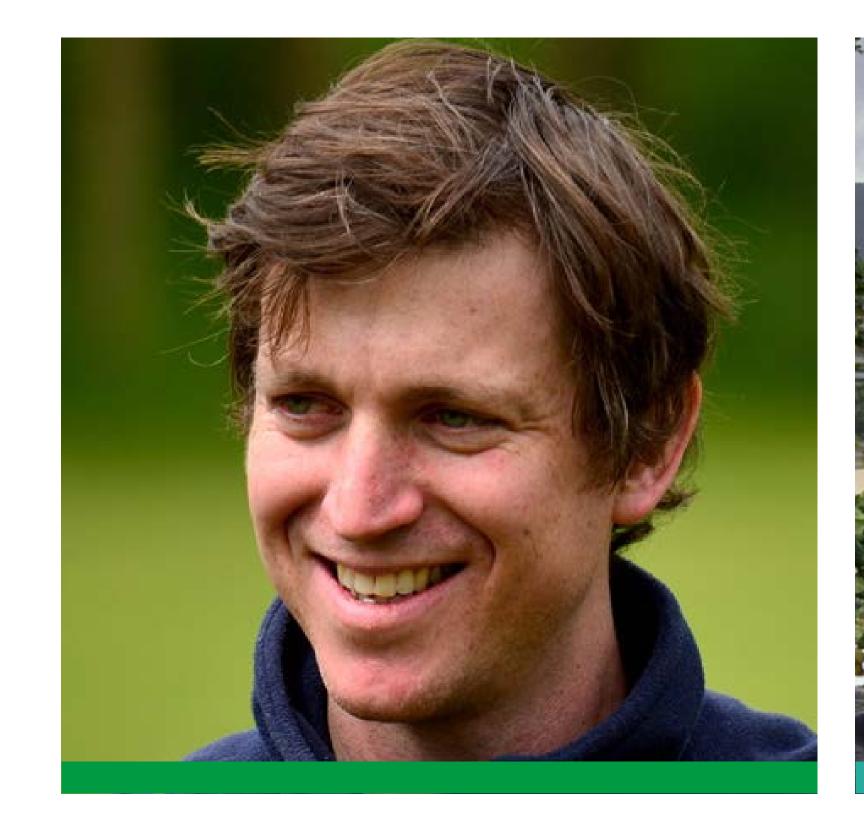
CALEB MCCLENNEN Vice President, Global Conservation Wildlife Conservation Society



LENKE BALINT Head of Communities and Capacity Development BirdLife International



MANAGEMENT TEAM



STUART PATERSON Executive Manager Fauna & Flora International



CHRISTINA IMRICH Program Manager Wildlife Conservation Society



SHERILYN BOS Programme Officer BirdLife International



HENRY REES Programme Officer Fauna & Flora International



LEALA ROSEN Program Officer Wildlife Conservation Society



Stuart Paterson CLP Executive Manager



KATE TOINTON Communications Executive Fauna & Flora International

EXECUTIVE MANAGER'S MESSAGE

Despite ongoing challenges caused by COVID, CLP has pushed forward to ensure local conservation leaders have the support they need to protect nature.

We have embraced online platforms, allowing us to bridge the learning gap and reach a wide range of audiences around the world. We have actively engaged with other organisations with similar missions to ours and sought the expertise of our alumni to ensure the support we offer is informed by diverse and knowledgeable voices.

We continue to provide funding, training and mentoring opportunities to emerging local conservationists through our Team Awards, internships, scholarships, workshops, and other learning grants and opportunities. Through this targeted support, conservation leaders are gaining essential tools and knowledge to achieve key conservation impacts; advance their careers and education; obtain more funding; and raise the profile of their work to obtain additional supporters.

Our previous and current award-winners are achieving vital breakthroughs for conservation, including the establishment of a new management plan for Brazil's largest coastal MPA; increasing numbers of imperilled velvet scoter fledglings in Georgia; and the discovery of a new marmoset species in the Brazilian Amazon.

This year, we were delighted to celebrate the winners of our 2021 Team Awards and showcase their vital projects by hosting our first online awards ceremony. The event brought together

the wider conservation community, including the CEOs of the CLP partnership organisations, who shared their career insights and support for CLP.

We have provided emerging conservationists with various opportunities to help advance their skills and career development, including online learning grants, funding to attend conferences, educational webinar series, one-on-one coaching support, mindfulness sessions, and a variety of training workshops covering writing for conservation, creative leadership, and fundraising.

Through our involvement in a number of prominent events, including the World Conservation Congress and the International Congress for Conservation Biology, we have engaged with the international conservation community in an effort to reach more people who need our support.

The completion of our 2021-2023 strategic plan, which includes new targets for programmatic growth, marks the next phase for CLP as we seek to work with more people around the world and continue to support critical actions to drive positive change for biodiversity conservation.

STUART PATERSON

CLP Executive Manager



Team Awards worth
approx. \$440,000 granted
in support of the vital work
of 92 conservationists in
14 countries worldwide

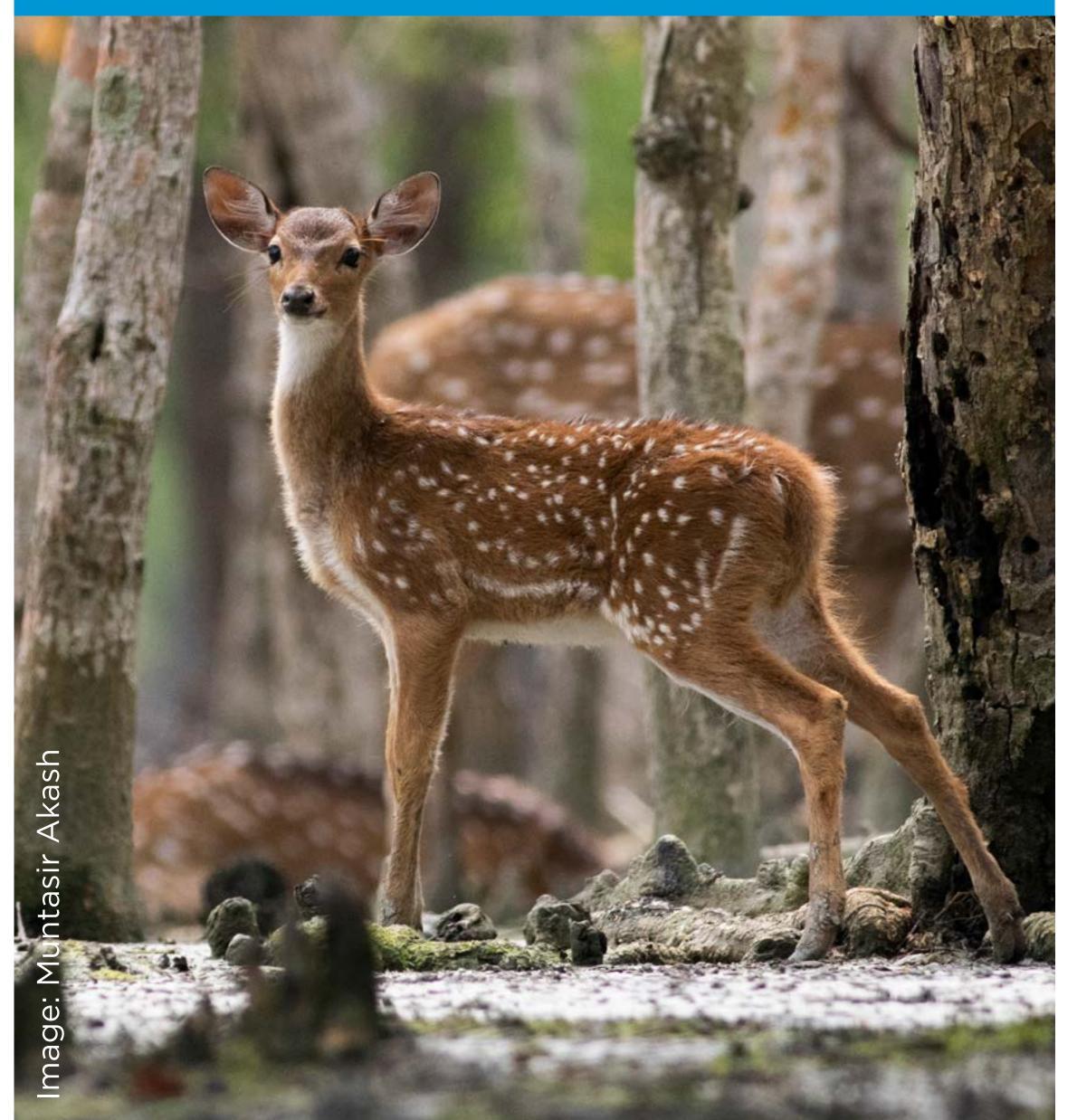


CLP alumni given support in skills and career development, including funding to attend online courses and events, one-on-one coaching, and mindfulness workshops





people trained in our online training courses, gaining key conservation skills and knowledge



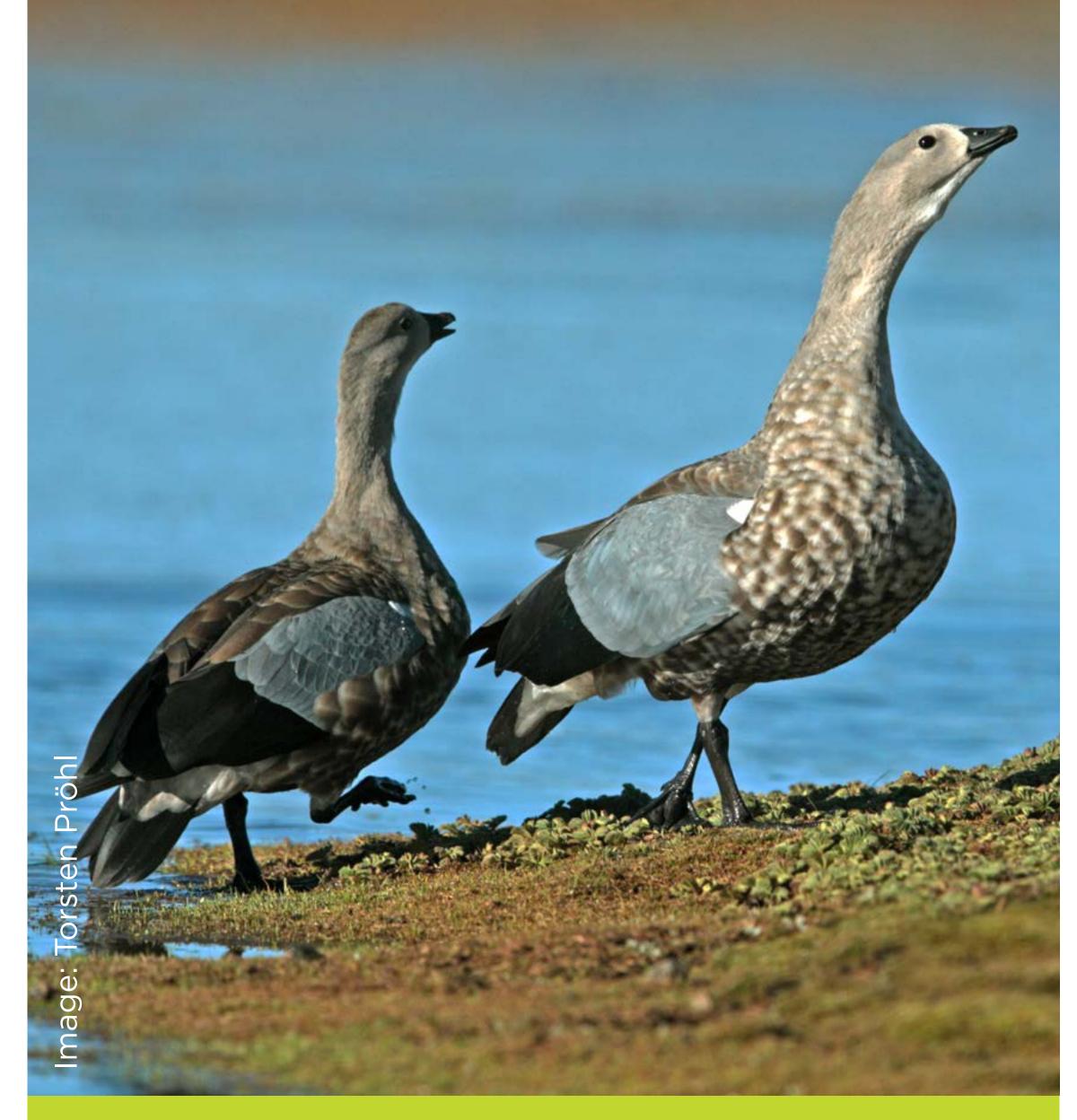
CLP alumni recruited to support and guide our training, Team Awards, and stakeholder engagement

interns placed within the regional offices of CLP partner organisations to gain on-the-job training and skills development





webinars delivered to CLP alumni and partner staff, reaching approximately 400 people







events featuring or delivered by CLP provided training and networking opportunities for hundreds of people working in conservation, and involved collaborating with 25 institutions with similar missions to CLP





scholars identified,
trained and mentored
while undertaking the
MPhil in Conservation
Leadership at the
University of Cambridge

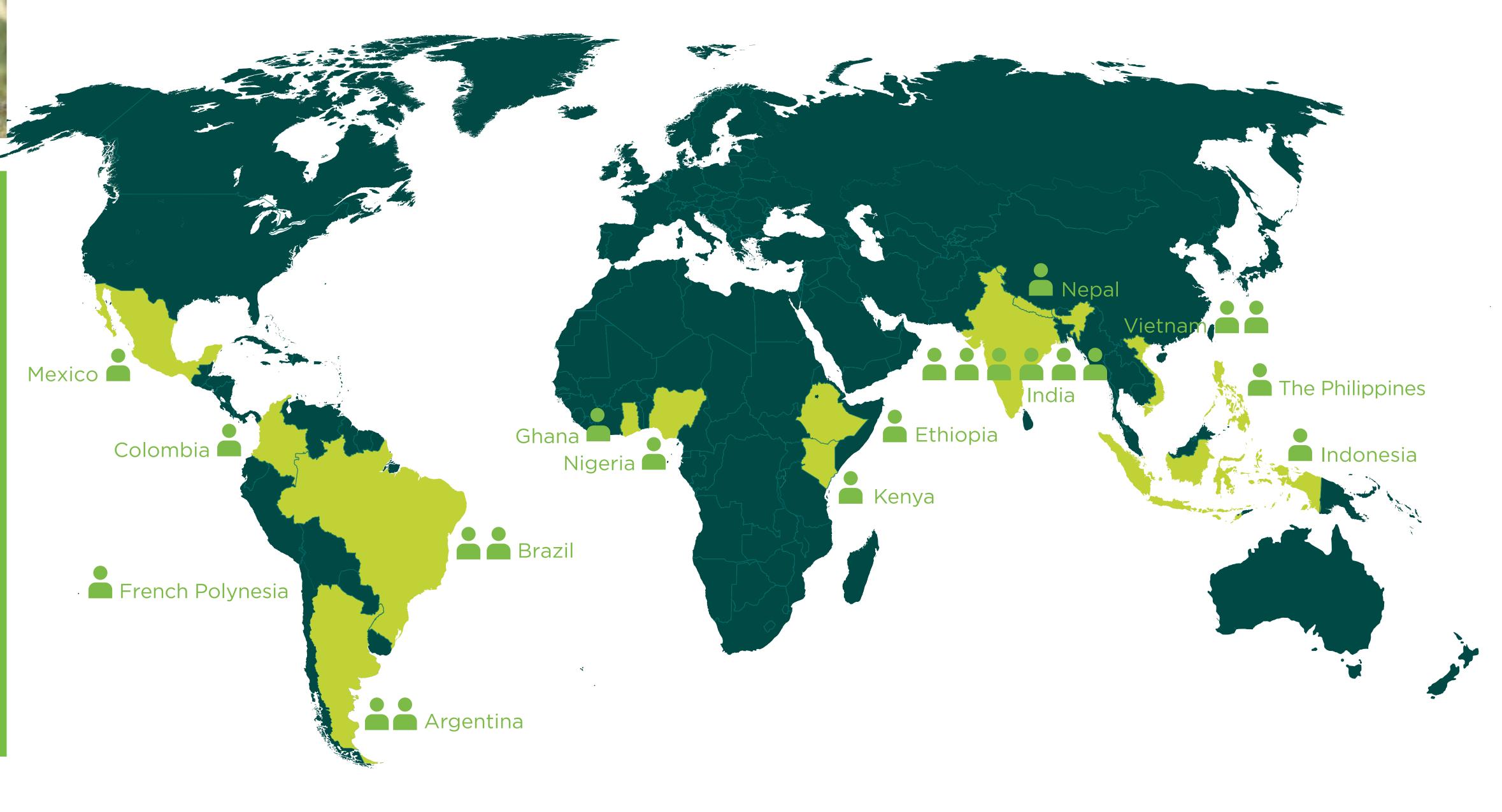
22 projects worth just over \$440,000 were selected for

TEAM AWARDS

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

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: entry-level Future Conservationist Awards and two types of Continuation Awards (for CLP alumni): Follow-Up Awards and Leadership Awards.

22 projects worth
just over \$440,000
were selected for
a 2021 CLP Team
Award, which were
spread across three
world regions in 14
countries



CONSERVATION LEADERSHIP AWARDS

Continuation awards worth \$50,000 for projects up to three years in length.

- Range-wide action to safeguard the Critically Endangered Togo slippery frog - Ghana and Togo
- Bat conservation in Cat Ba-Ha Long landscape complex and Phong Nha-Ke Bang National Park - Vietnam

"We have planted 5,000 tree seedlings to improve priority habitats for the Togo slippery frog, and the data we have collected will contribute to the first ever global population estimate for the species."

Dr Caleb Ofori-BoatengProject team leader, Ghana





- Promoting sustainable fishing to conserve the last remaining population of river dolphins in Nepal
- 'Helping the skimmer skim'- Establishing a conservation model for Indian skimmers
- Protecting priority nesting sites for Craveri's murrelet in Mexico through community engagement
- Ensuring harlequin toads conservation in the Sierra Nevada de Santa Marta, Colombia





LATIN AMERICA & THE CARIBBEAN

- Habitat restoration and corridors creation to enhance conservation of the Pampean sand dune lizard, Argentina
- Conservation of threatened migratory and resident shorebirds in the Banco dos Cajuais, Brazil
- Creating the grassroots to conserve the Santa Fe frog in the South American Great Chaco, Argentina

ASIA & THE PACIFIC

- Conservation of the Endangered Salim Ali's fruit bat in Western Ghats, India
- Conserving threatened shorebirds through community-based conservation in the Red River Delta, Vietnam
- Hornbills and people: building an alliance for conservation in the North Bengal landscape, India
- Frontier social conservation action and research of horseshoe crabs in Indonesia
- Status of lion-tailed macaques in the Nilambur forests of Nilgiri Biosphere Reserve, India
- Testing conservation and habitat restoration methods to preserve endemic birds and plants on Rapa island, French Polynesia
- Community-based conservation of red panda in different conservation regimes in Arunachal, India
- Enhancing community management of marine turtle nesting beaches to combat illegal trade in Palawan
- Conservation of black softshell turtles through a participatory approach in Assam, northeast India

AFRICA

- Sustained farming alongside a thriving giraffe population in Garissa along the Kenya-Somalia border
- Population status, threats and conservation of blue-winged goose in Ethiopia
- Conservation of the Endangered Preuss's monkey on the Obudu Plateau, Nigeria





INTERNSHIPS

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

This year, we funded 12 paid interns in regional offices of CLP partner organisations in the Middle East, Africa and Asia. These young, emerging conservationists have learned new skills, gained training in office and field working environments, and developed their conservation networks, with some having already secured permanent positions and achieved significant conservation impact.

"I learned new skills, met new people, explored some of the stunning areas we work in, and experienced something completely removed from my usual routine whilst making a valued contribution to the important work of BirdLife International."

Azhar AnanzeBirdLife-CLP intern

INTERNS



AZHAR ANANZE

BirdLife-CLP intern, Jordan

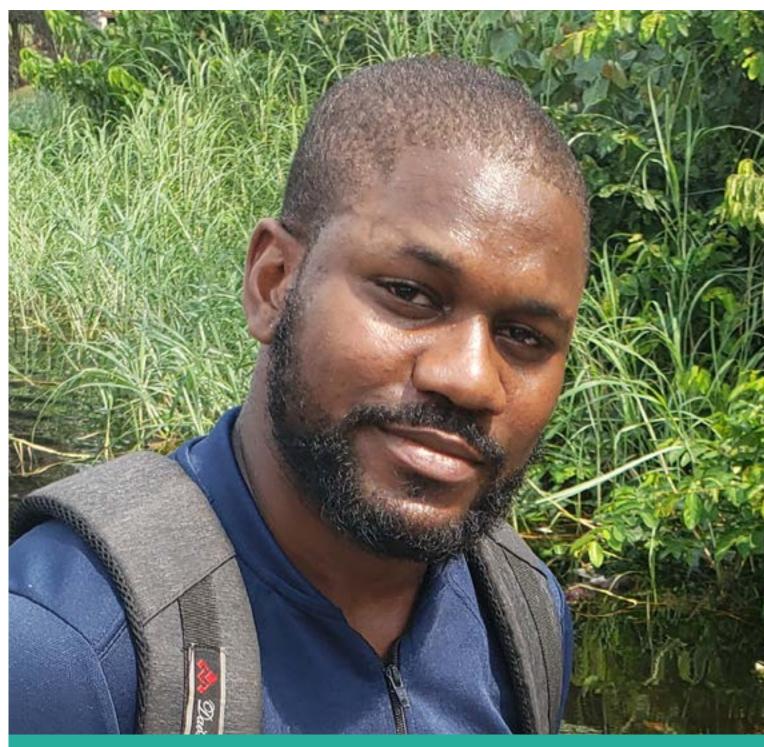
Building data sets for coastal

wetland sites and species fact

sheets in the Middle East



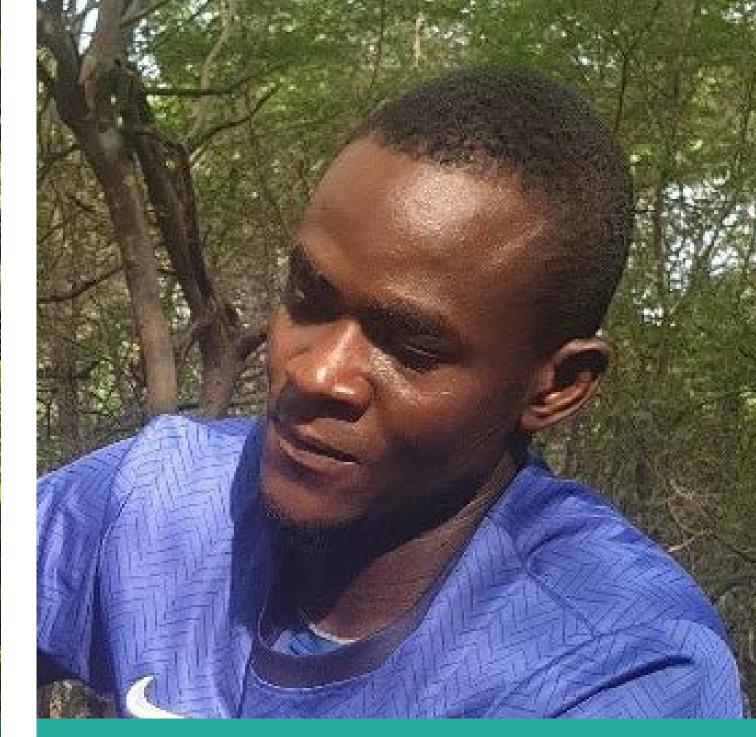
RAMA AL RAMAHI
BirdLife-CLP intern, Jordan
Analysing the communication
skills of BirdLife Partners in the
Middle East



YOURI MINKO

WCS-CLP intern, Gabon

Assessment of elasmobranch
species status in Gabonese
artisanal fisheries in Corisco
Bay, Gabon

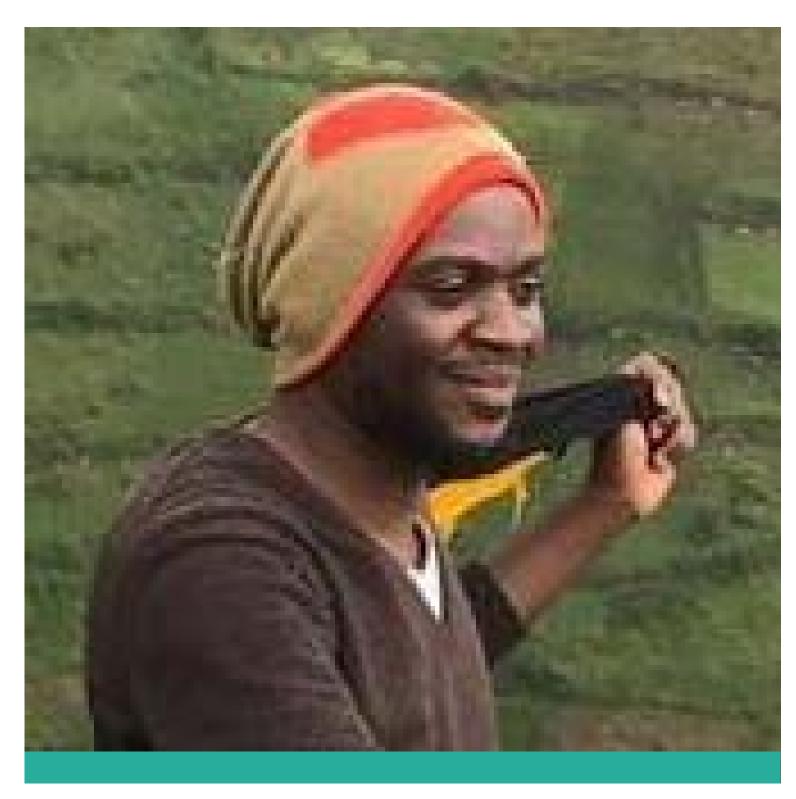


WCS-CLP intern, Nigeria

Training the next generation of biologists to help save elephants and lions in Nigeria



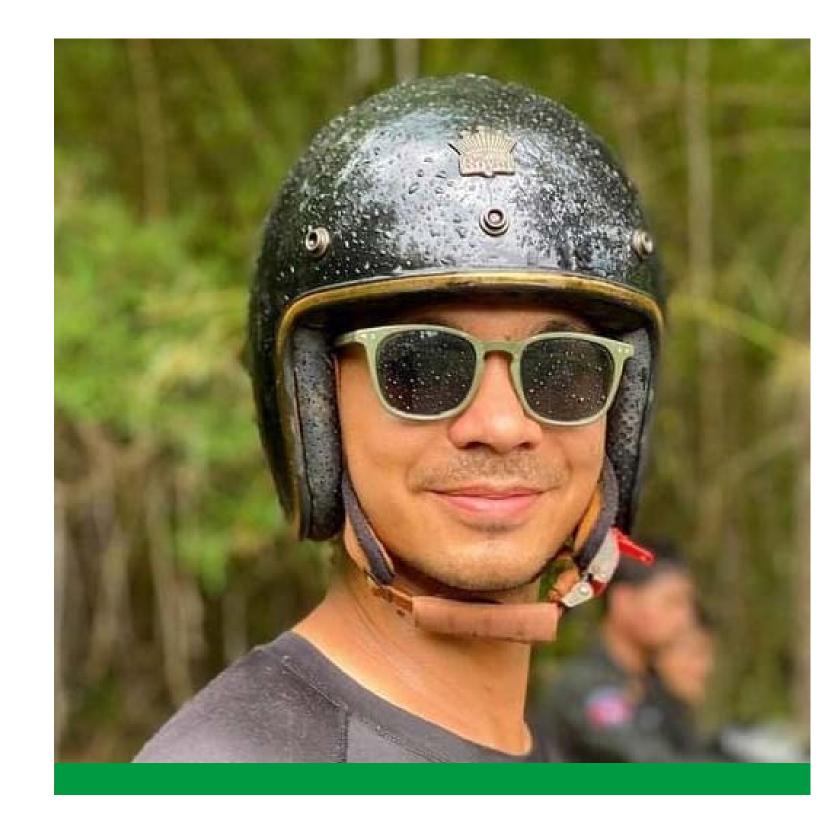
PLACIDE MASENGESHO
WCS-CLP intern, Rwanda
Biodiversity research for park
management and community
development, Rwanda



CLINTON MWEBAZE

WCS-CLP intern, Uganda

Developing the communication,
monitoring, evaluation and
learning skills of an early-career
Ugandan conservationist



CHAD-ERWAN UDOM
MONI UNG

FFI-CLP intern, Cambodia

Investigating sustainable coastal
tourism and incentives for
biodiversity conservation in
Cambodia



DENNIS CONNOR BLADES

FFI-CLP intern, Barbados

Creating a safe haven for the

Critically Endangered Barbados

leaf-toed gecko



GILSON CARLOS
SANCHES SEMEDO

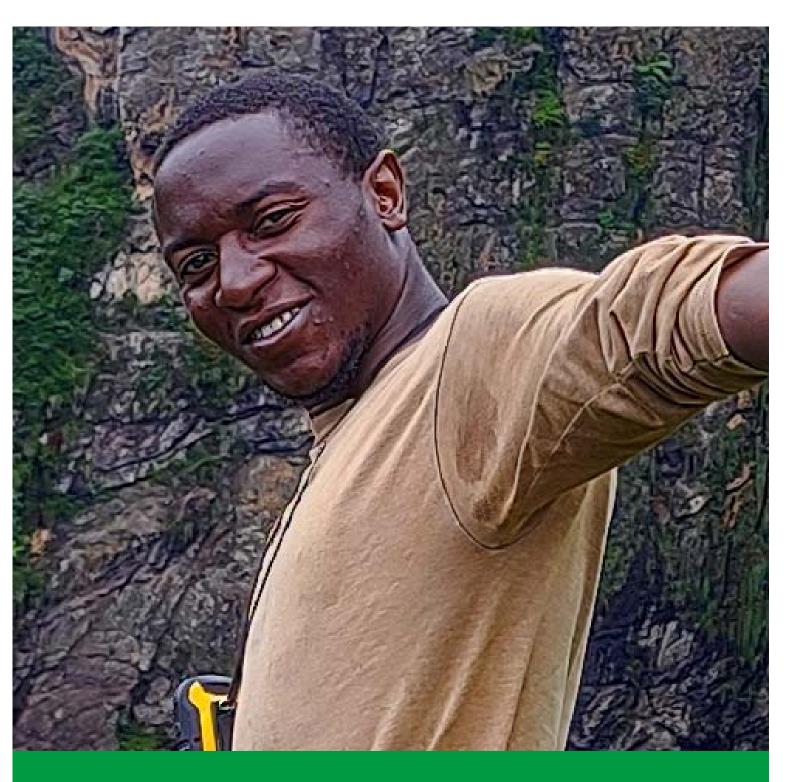
FFI-CLP intern, Cape Verde

Understanding the impact of sap
harvesting on dragon trees in
Cape Verde



FFI-CLP intern, Cambodia

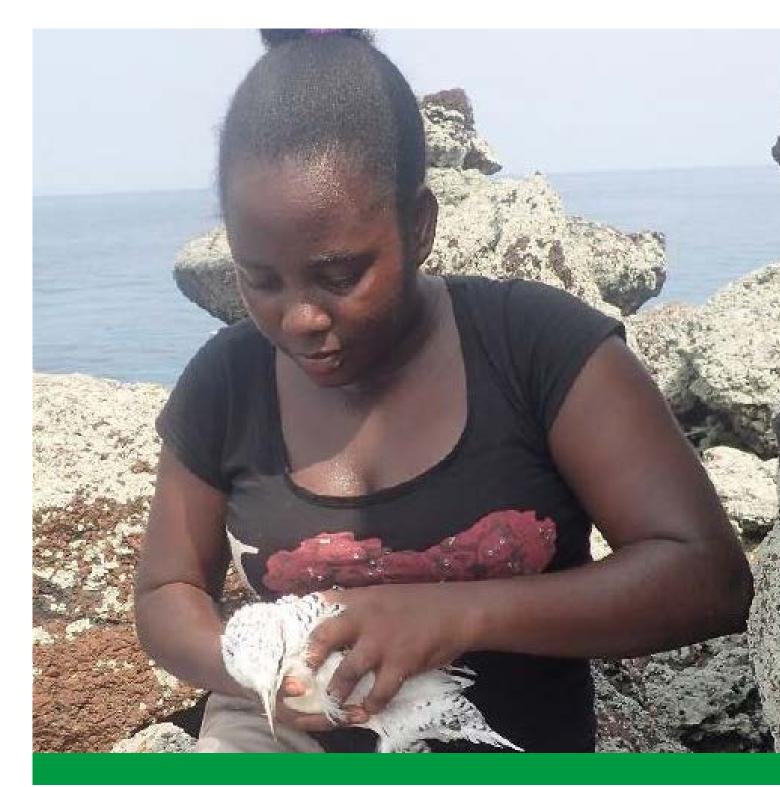
Establishing Marine Protected
Areas (MPAs) and improving
MPA/fisheries management in
Cambodia



ALFREDO FELICIANO
LAQUENE GOTINE

FFI-CLP intern, Mozambique

Strengthening bio-monitoring for protected area management in Chimanimani National Park



YANIK MENDES

FFI-CLP intern, São Tomé
and Principe

Increasing local capacity and
interest for the protection of
seabirds on Principe



SCHOLARSHIPS

We offer scholarships to emerging conservationists to help build their skills and knowledge and ultimately support their career advancement.

2020-2021 SCHOLAR: AKYLAI KABAEVA (KYRGYZSTAN)

Akylai finished the MPhil in Conservation Leadership at the University of Cambridge in September 2021. Akylai's placement project with TRAFFIC, 'Exploring Wildlife Trade in Kyrgyzstan, Kazakhstan, and Russia through monitoring online markets', revealed valuable insights into species being sold and shed light on the illegal trade taking place on publicly accessible advertisement websites. Along with recommendations for future research, her work will be of interest to the conservation sector, national authorities responsible for environmental protection, law enforcement bodies and other researchers of online trade in Central Asia or Russia. Akylai was mentored by FFI CEO Mark Rose throughout the degree.

2021-2022 SCHOLAR: MARIAM WESTON FLORES (MEXICO)

CLP helped Mariam, an Engineer in Sustainable Development, with her scholarship application to pursue the MPhil in Conservation Leadership at the University of Cambridge, and provided supervisory support as she undertook the degree. During her scholarship, Mariam has given lectures to students at other universities and launched a citizen science project that uses camera traps to monitor local wildlife.



TRAINING

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

INTERNATIONAL TRAINING

CLP ran the International Conservation Management and Leadership course virtually for a second consecutive year due to COVID-19. The eight-week course was delivered to 30 participants from 17 different countries. It covered a variety of topics including creative leadership, project planning, behaviour change communication and fundraising.

"The CLP training had a very positive and refreshing impact on me. Even though the training was online, the CLP management team and the facilitators used all the right pedagogy to help us gain very practical and hands-on learning experiences in important topics. The lessons from this training have made me more methodical and strategic in my way of working."

Sofía Micaela Perrone, Argentina

The 2021 CLP Conservation Management and Leadership Workshop

30 participants (18 female / 12 male) from 17 different countries were trained in essential conservation skills



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 2021, CLP delivered four online regional training courses and an additional virtual course on behaviour change.

"I felt it was a bit out of reach and overwhelming to think about publishing a paper on my own, but this course has helped to remove that stigma or pressure. I now feel more confident in my own ability and can see myself publishing papers going forward by using my own initiative."

Dave van Beuningen, South Africa

Writing for Conservation

Africa (10 participants)

Through a series of interactive sessions, this 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. After the course, all but one respondent indicated that they would try to submit their article to an appropriate journal.

"I have found what I was looking for.
I wish I took this training years ago. I had no idea about stakeholder analysis, swot analysis, problem trees, and all the other information given here. Meeting an extra donor was also very good. Now I feel I'm equipped with the necessary tools to write a grant proposal."

Ayşe Duru Mergenci, Turkey

Project Planning and Fundraising (two courses)

South America (15 participants) and Turkey, Egypt and the Middle East (14 participants)

Both of these courses were designed to improve the fundraising skills of early-career conservationists; increase the amount of funding for conservation; increase the number of proposals that CLP receives from the target regions; and develop an informal network of early-career conservationists attending the training. Post-course surveys revealed that the majority of participants planned to submit a proposal to a donor.

"Creativity plays a vital role in nation building. So, having a creative leader can fast-track development and conservation projects. This training was excellent because it provided participants with the fundamental tools needed to deal with difficult stakeholders, group or community members."

James Gbeaduh, Liberia

Creative Leadership for Conservation

Africa (20 participants)

This course was aimed at building skills and knowledge in navigating leadership challenges; increasing capacity to work effectively with others; enhancing creativity; and building strong teams as well as leading and co-leading equitably and inclusively with diverse colleagues and partners. All participants reported that they gained leadership skills and benefited from networking with other conservationists in their region.





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.

ONLINE LEARNING GRANTS

Due to COVID-19, CLP has continued to offer online learning grants for virtual courses and conferences instead of our typical travel grants.

We awarded 38 online learning grants to 37 CLP alumni for 19 different events, including: Yale-ELTI courses on Tropical Forest Landscapes; short courses on Forest Restoration and Agroecology (in Spanish and English); and Durrell Conservation Academy courses on Leadership, Conservation Standards and Endangered Species Recovery.

INTERNATIONAL CONGRESS FOR CONSERVATION BIOLOGY (ICCB)

The International Congress for Conservation Biology (ICCB) was held virtually from December 13 – 17, 2021. CLP sponsored the congress to promote awareness among this large international audience. Overall, 19 alumni were funded by CLP to attend the congress and/or present posters and oral talks. The majority of those funded (94%) thought their attendance was an important step in advancing their careers.

COACHING SUPPORT

In collaboration with two external consultants, CLP staff at WCS designed and delivered coaching support for ten mid-career members of the alumni network in order for them to gain insights on personal or professional challenges they were facing.

"Conservation professionals, typically, do not get coaching during their careers. If they are lucky, they get mentored by their supervisors and such interactions are driven by people's personalities. Formal coaching is so important for young conservation professionals."

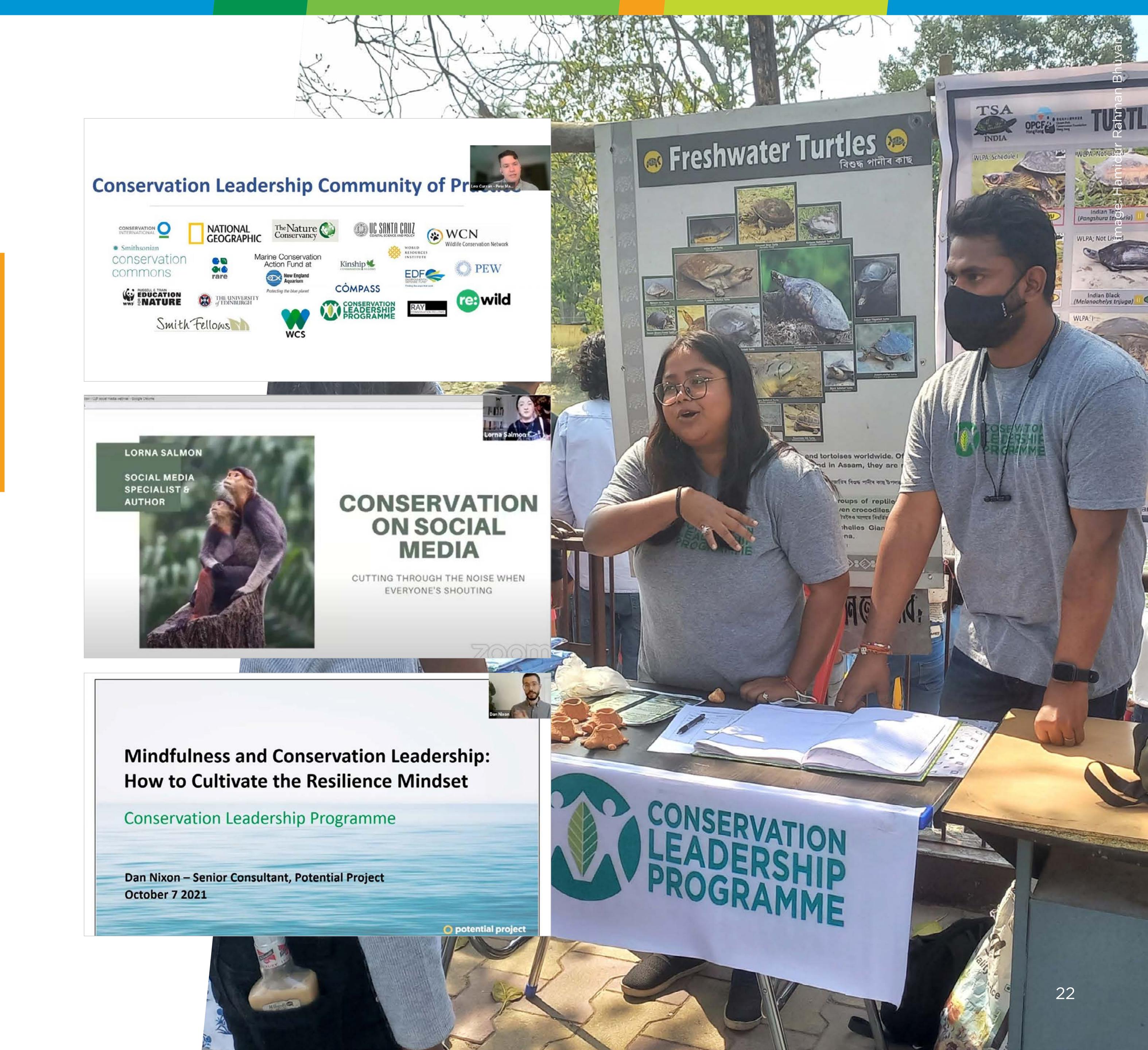
Kulbhushansingh Ramesh Suryawanshi, India

CULTIVATING THE RESILIENCE MINDSET

Thanks to a collaboration between FFI and The Potential Project, CLP offered our alumni two mindfulness workshops in English and Spanish during which participants learnt techniques to face challenges within the workplace, increase self-awareness, and remain calm and focused despite distractions.

WEBINAR SERIES

CLP hosted two webinar series in 2021, with each series consisting of three webinars open to CLP alumni and partner staff, which reached approximately 400 people. Topics included: "ten top tips on good project design", "social media in conservation" and "a new paradigm for conservation in a changing climate" as well as a conservation fellowship networking event hosted by the Conservation Leadership Community of Practice.



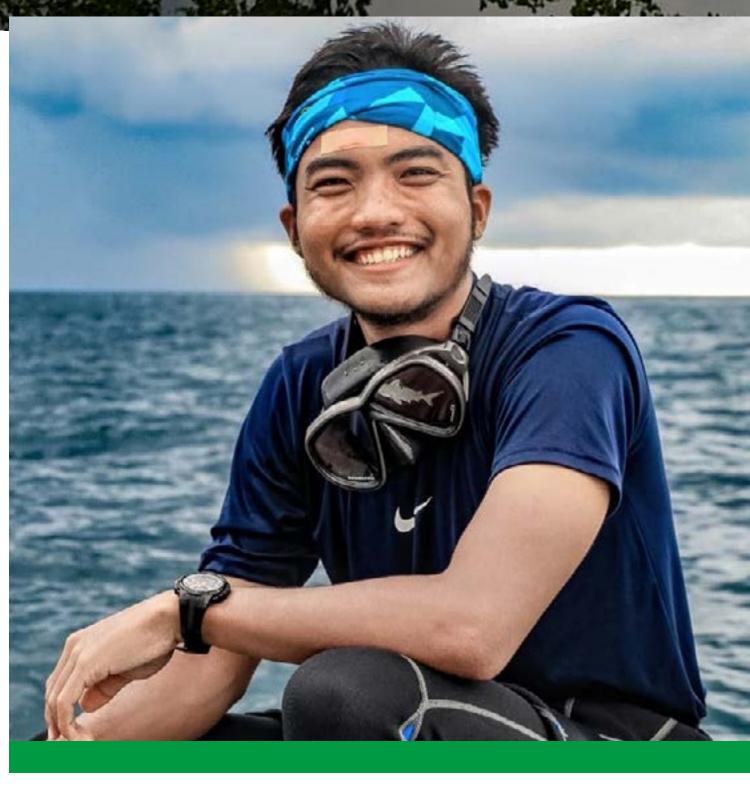
RECOGNITION AND AWARDS FOR CLP ALUMNI

Each year, CLP nominates our alumni for awards and accolades in recognition of their role as conservation leaders and also to increase funding and awareness for their projects.



JULIE RAZAFIMANAHAKA

(2004 CLP awardee)
In 2021, CLP alumna Julie
Razafimanahaka won the
prestigious Tusk Award for
Conservation in Africa, worth
£75,000 over three years,
for her dedication to the
conservation of endemic
species in Madagascar. Another
CLP alum, Dr Caleb OforiBoateng, was also shortlisted
as one of the three finalists.
CLP nominated both Julie and
Caleb for the award.

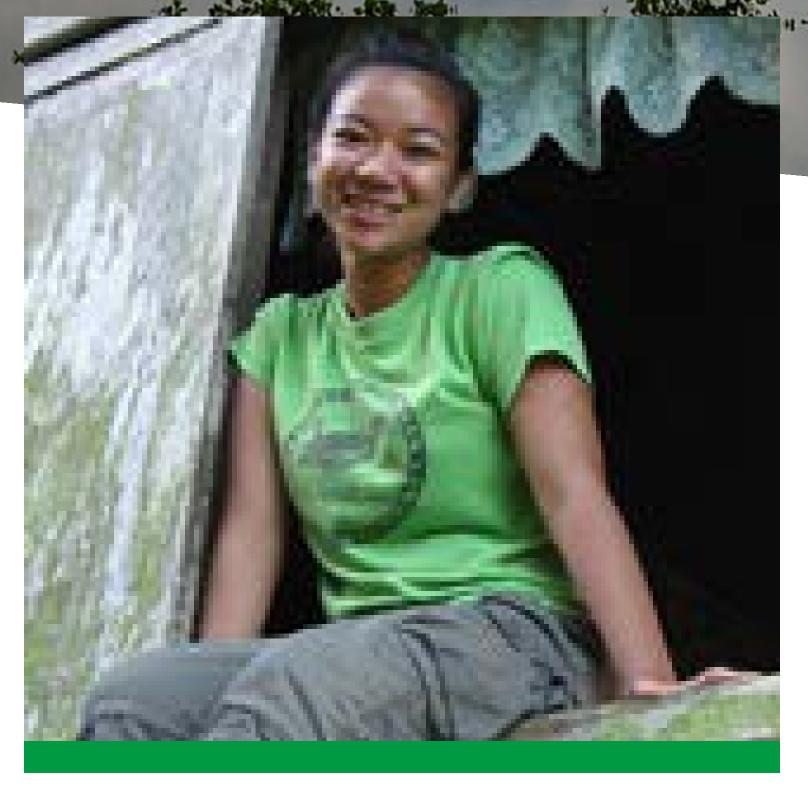


RAFID SHIDQI

(2018 CLP awardee)

Awarded the Marsh Award for
Early Career Conservation for
his work to protect endangered
shark and sting ray species, while
finding sustainable solutions for
communities who depend on the

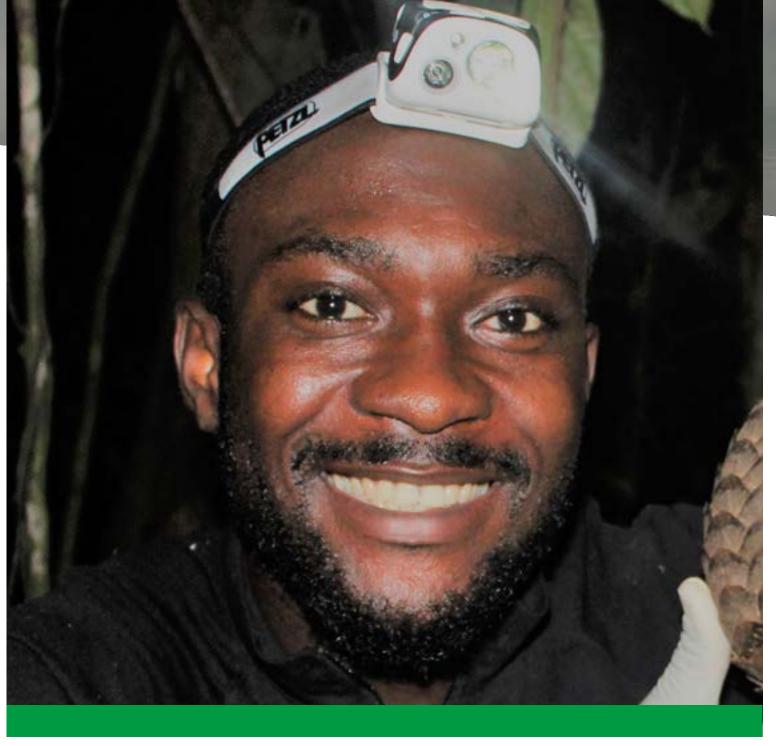
sharks for their livelihood.



CYNTHIA LAYUSA

(2009 CLP awardee)

Awarded the Marsh Award
for Terrestrial Conservation
Leadership as a result of
her ongoing efforts to raise
awareness about and conserve
biodiversity in the Philippines.



CHARLES EMOGOR

(2020 CLP awardee)
and three other early-career
conservationists trained by CLP
were selected among the first
Top 100 Youth Conservation
Leaders in Africa. CLP had
nominated Charles for this
recognition.



IRORO TANSHI

(2020 CLP awardee)

Awarded a 2021 Whitley Award

for her project 'Participatory

action to save the short-tailed

roundleaf bat' in Nigeria.



(CLP awardee in 2005, 2007 & 2011)

EUGENE SIMONOV

(CLP awardee in 2008)

Awarded 2021 Continuation

Funding from the Whitley Fund

for Nature to safeguard Siberia's

waterways (Eugene) and to

conserve the leatherback sea

turtle in Peru (Joanna)

"The funding we received from CLP in the last years has been a vital contribution to coral reef conservation in Brazil. For instance, the zoning process is a key part of the management plan of MPA Costa dos Corais, which was dramatically supported by CLP funding." Pedro Pereira, CLP alumnus Conservation Leadership Programme | Annual Report

CONSERVATION OUTCOMES

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

NEW MANAGEMENT PLAN ESTABLISHED FOR BRAZIL'S LARGEST COASTAL MPA

A team of CLP alumni working with the NGO Reef Conservation Project in Brazil, led by Pedro Pereira (funded by CLP in 2017 and 2021), has assisted in the creation and recent publication of a new government-executed management plan to conserve threatened coral reefs in Brazil's largest federal coastal Marine Protected Area (MPA), the Costa dos Corais. Covering an area of 1,550 square miles, including over 75 miles of beaches and mangroves, the MPA Costa dos Corais harbours one of the largest reef formations in Brazil, yet is threatened by climate change, overfishing and tourist activities. Support from CLP has enabled the team to establish zoning areas (no-take areas, visiting areas for tourists, and fishing areas), which now form a key part of the recently published government-executed management plan for the MPA Costa dos Corais.

DIVERTING A DUCK FROM IMMINENT EXTINCTION IN GEORGIA

Nika Paposhvili and his team are spearheading efforts to conserve what could be the last breeding population of velvet scoter ducks in the Caucasus. Back in 2015, Nika found this small population of 25-35 pairs completely unexpectedly at Lake Tabatskuri in the Samtskhe-Tabatskuri region, Georgia. He quickly realised they were at risk of being completely wiped out. Funding from CLP in 2017 and 2020 has supported the team's ongoing research and conservation activities, including community outreach to reduce egg collecting and boat disturbance on the lake. Due to these efforts, the number of velvet scoter breeding pairs and nests have increased year on year at Lake Tabatskuri. Camera trap images have shown that Armenian gulls and bycatch from fishing have been the main threats to scoter reproductive success. Therefore, the team has recommended the incorporation of gull population control and illegal fishing prevention into a long-term site management plan.

NEW MARMOSET SPECIES DISCOVERED IN THE BRAZILIAN AMAZON

A team of CLP alumni led by Rodrigo Costa Araújo (funded by CLP in 2012 and 2017) has discovered a new marmoset species in the Brazilian Amazon, in a region undergoing significant forest clearance known as the "arc of deforestation". Schneider's marmoset (Mico schneideri), described in the journal Scientific Reports, is named after professor Horacio Schneider, a pioneer and major contributor to the research of diversity and evolution of monkeys. This discovery comes just two years after the same team discovered another new species of marmoset, the Munduruku marmoset (Mico munduruku), in the same area. These discoveries highlight how little is still known about the biodiversity in the arc of deforestation, and the importance of continued research and conservation actions to address the losses of habitat and population decreases facing the Mico marmosets and other wildlife there.





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



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Instagram.com/CLPawards



Youtube.com/CLPawards







