



NAPA

News from African Protected Areas

Nouvelles des Aires Protégées en Afrique



N°63
April 2013



BIOPAMA

Developing capacity BIOPAMA - Biodiversity and Protected Areas Management

BIOPAMA PROJECT

Analysis of capacity building needs and offers for the management of protected areas in Africa (West and Central) - Summary

Directions 4 and 5 of the Road Map for African PAs

Context

In July 2011, funded by the 10th EDF (European Development Fund), the European Union launched BIOPAMA, a programme on biodiversity and protected area management, implemented conjointly by the IUCN, the European Commission's Joint Research Centre and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

BIOPAMA consists of two main components. The first aims to set up a regional observatory for biodiversity and protected areas with the appropriate human and financial resources. The regional observatory will involve gathering field data from national structures and international institutions that hold pertinent information on biodiversity, the threats to that biodiversity as well as the pressures it undergoes.

The second component consists in developing a regional capacity building programme in partnership with existing educational institutions such as regional training centres and universities. This capacity

building programme targeting decision-makers and staff working in protected areas or other related sectors underpins the updating and adaptation of current curricula on conservation and protected areas thanks to the development of tools that address priority issues on a regional scale.

In this context, IUCN has commissioned an assessment of the needs and training available for protected area management professionals (*study realized by M. Yves Hausser*).

Details on training courses and degrees

Conventionally, training involves following an **initial degree** course, i.e. a Bachelor's degree (3 years) followed by a Master's degree (2 years) within the Bachelor-Master-Doctorate system, which is pertinent to both academic and professional courses. In light of the practical dimension of this field, both technical courses such as engineering degrees and more academic and applied courses of study are to be taken into account. As the learning process is a gradual one, we can consider that basic knowledge and initial job-specific skills are acquired during a three-year Bachelor's degree. During the Master's degree a more in-depth knowledge is acquired and skills are honed and the technical and scientific know-how specific to the job are developed. The doctorate, if it is pursued, enhances the specialization begun in the Master's degree. The range of **professional training courses** is supposed to complement the initial degree course structure, enabling people to update and perfect their skills while on the job. The study focused particularly on Bachelor and Master's degree courses and alongside these looked at the options for on-going professional training.

Approach and methodology

For over a decade, different international conservation stakeholders have worked to meet the enormous training and capacity building needs in protected area management repeatedly identified at all levels and in all countries in the sub-region. The institutions responsible for these actions are the IUCN PAPACO for the initiative led in West Africa and the RAPAC/ECOFAC/EU/GIZ for the initiative led in Central Africa.



IUCN convenes regularly training sessions for PA managers

This attempt to enhance professionalism within the field of protected area management began with the compilation of reference bases of standard jobs and the corresponding skills required, in order to identify the skills needed for managing protected areas. Existing institutions and training courses were then identified and analyzed to assess how well they met the needs. In a way probably highly influenced by the operational need to move forward, and understandably in light of the situation in the field, the actual changes led to the development of training courses that were not in the end based on the sub-regional stakeholders identified, but on international educational institutions, Senghor University in Alexandria, Egypt and the CEDAMM/WCS in Gabon for the two training courses that are currently up and running.

On the basis of skills reference bases for standard jobs defined in the context of the aforementioned initiatives (often defined in terms of main fields of competence and not in terms of job-specific skills), we attempted to establish a reference base of skills for these two job titles (“decision-makers” and “producers of biodiversity data”), trying to better enable the needs to be identified in terms of job-

specific skills and to better distinguish between job-specific and specific skills as well as the basic knowledge required and methodological skills.

It is on the basis of these new skills reference bases that the existing training courses were analyzed, in order to check they were pertinent in terms of the needs identified. At the same time, the structure and educational approach adopted by these training courses was analyzed.

Results

Lessons learned from existing studies

The studies carried out over the past ten years have all come to much the same conclusion: the range of training courses available is slim, poorly structured and poorly suited to market needs. Besides the training courses developed by the IUCN PAPACO with the Senghor University of Alexandria (Master’s in Development specialising in Protected Areas and a University Diploma in “Capacity Building in Protected Area Management” – DU RC-GAP), there has been no change in the range of degree courses on offer. One significant change in the professional training courses available is the development of a diversified range by the CEDAMM/WCS, as well as the development of a partnership between IUCN PAPACO, the CEDAMM/WCS and Senghor University to develop a Central African version of the University Diploma. We are also aware of the planned development of two new training courses, a Master’s degree supported by USAID in Gabon and a complete Bachelor-Master-Doctorate cycle planned at the ERAIFT in partnership with the RAPAC in DRC. However, we were unable to analyze these options in more detail due to a lack of detailed information.

Analysis of the training courses

As regards decision makers, the following observations have been made:

- There is no degree course (Bachelor’s) for decision-makers.
- Existing post-graduate and professional training courses are short courses that cannot make up for the lack of an initial degree course.
- Existing courses cannot meet the demand which is four to five times greater than course capacity.
- In light of the lack of degree courses and the very varied profiles of training candidates, post-graduate and professional training courses do not go into as much depth as could be expected as they have to fill too many gaps in students’ basic knowledge.

- Existing training courses suffer from a lack of overall logic and from structural weaknesses due to the lack of clear methodology and educational projects.

- Institutions in the sub-region are experiencing considerable difficulty in developing their range of training courses.

- It would be worthwhile analysing in greater depth the failures in developing partnerships to improve the range of training courses or to establish new training courses in order to provide a suitable and satisfactory answer.

As regards the producers of biodiversity data, the situation is even more critical in that besides the professional training courses, we were unable to identify any degree courses specifically targeting these profiles, whether at Bachelor's or Master's level. This deficit probably explains the poor quality of most of the ecological data on protected areas in the sub-region, besides those collected in the context of cooperation projects or programmes and research. Bearing in mind the issue of sustainability, it would appear essential to fill this gap.

As regards whether existing training courses meet the actual needs and the associated identification of gaps, the main problem noted arises from the lack of a strict educational methodology for setting up training courses. Thus the range of courses is very diverse, lacking in a coherent overall structure and the key skills identified are not dealt with in a systematic way.

The gaps are at three levels:

- Gaps in terms of training courses available,
- Gaps in terms of existing training courses that are suited to the major fields of competence identified,
- Gaps in terms of existing training courses that are suited to the job-specific skill profiles

Some recommendations

On a methodological level:

- Adopt a skills-focused and educational approach based on the job-specific skill profiles required to develop new training courses and revise existing ones.
- Adopt a skills validation system using ECTS credits.

As regards the development of new training courses:

- Adopt a top-down approach to define the skills profile and structure a professional degree course in protected area management,

- Adopt a top-down approach to define the skills profile and a modular course for a Certificate of Advanced Studies (CAS) in biodiversity monitoring. If successful, this CAS could serve as a basis for establishing a second Master's specialization.

As regards improving existing training courses:

- Assess and improve the specialized Master's on offer in line with the setting up of the Bachelor's degree in order to increase added value.

- Transform the DU RC-GAP into a CAS in "Capacity Building in Protected Area Management"

- Restructure the professional training courses available to offer three to five CAS targeting clearly identified audiences.

- Set up procedures to periodically assess the quality of training courses (internal and external).

Close attention should be paid to those skills that are not taken into account or are not sufficiently covered in existing courses. This concerns, in particular, skills in the field of economic and social sciences, in particular methodological skills required to support participatory approaches as well as those relating to sustainable use of natural resources.

As regards educational institutions, it seems essential to build partnerships with one or several institutions in the sub-region to set up a Bachelor's degree that will eventually be the corner stone for training in this field. Anchoring the training courses in educational institutions of the sub-region would appear crucial to their sustainability, even if it means providing substantial support in the medium term to those institutions chosen to set up such courses.

Special attention should be paid to developing the skills profile for the Bachelor's degree course due to its status as the future corner stone for training in this field. It would appear particularly important to coordinate the development of the Bachelor's degree skills profile in parallel with the process aiming to improve the range of specialized Master's degrees and professional training courses. It must also be borne in mind that this process will require considerable time and resources.

Finally, it would appear key to strengthen the educational and training skills of the teams responsible for the conception and steering of the project, particularly as regards familiarity with a skills-based approach...

More information: www.iucn.org



Consultation workshop between extractive industries and World Heritage Sites in Africa: areas for further reflection... (Dakar 21 to 25 January 2013)

Direction 3 of the Road Map for African PA

IUCN-Papaco has organized a meeting gathering various partners involved in and around five World Heritage sites in Africa (Banc d'Arguin in Mauritania, Niokolo Koba in Senegal, Nimba in Guinea, Taï in Ivory Coast, Dja in Cameroon) in relation to

pressures and threats that may be created directly or not by extractive industries. Participants included representatives of sites, ministries of mines, ministries of environment, extractive companies and civil society. The objective was to share experiences, describe problems encountered and identify solutions in order to find a reasonable approach to try to reconcile the activities inherent to these areas, without too much idealism but without extremism too.

Potential (and sometimes unavoidable) impacts of the different phases of any extractive activity (exploration, exploitation and rehabilitation) are known and have been widely discussed. But there are also many challenges that have to be addressed during the implementation of a mining project. Participants tried to find the best ways to anticipate, to better understand and to mitigate, as far as possible, their effects. This has resulted in the following table, which lists some recommendations made by the participants.

Issues identified		Avenues
About the relations between Conservation and the sector of extractive industries, or within each sector		
1.1	Tensions and distrust between the stakeholders; unrealistic expectations and prejudices on both sides	Organise a consultation exercise between all stakeholders and increase opportunities for exchanges, including during mutual visits
1.2	Different perceptions of environmental values, especially those related to the status of the World Heritage	Organise exchanges and awareness-raising sessions on environmental values, outstanding universal values and merits of their conservation
1.3	Allocation of mining titles without consulting protected area managers, which may generate negative impacts, directly or indirectly, on world heritage properties	Organise a consultation exercise between all players before the allocation of mining titles, based on updated and shared land registers
1.4	Lack of synergy between the mining companies working around the same WH sites	Develop a regional planning policy for mining exploration and operation and create a consultation platform between mining operators in order to federate their activities of support to stakeholders (neighbouring populations, conservators of the WH properties, etc.)
1.5	Lack of involvement of civil society in management processes in and around World Heritage sites impacted by the mining projects	Build the capacity of civil society (awareness-raising, training, available means of intervention, etc.) and put in place a multi-player partnership framework to increase citizens' control of WH Sites' management
About strategic planning of different sectors		
2.1	Lack of prioritisation, or lack or unavailability of information on the areas to be conserved or areas of high biological value at the level of the States or regions	Define the high biological value areas to be conserved and create environmental sensitivity maps, including the areas designated as the World Heritage sites and ensure that this information is made available to all partners
2.2	Lack of prioritisation for conservation at the level of the ecological units identified	Put in place a mines / conservation strategic planning process at the level of the ecological units and prioritise conservation targets by increasing, in particular, the conservation of the WH sites

2.3	Lack of consideration of environmental concerns, especially those related to conservation, in local and national development plans and consequently in their associated ESMPs	Incorporate "nature conservation" components into the plans, strategic environmental assessments and all ToR of environmental and social impact assessments so that it may then be inserted into associated ESMPs
2.4	Lack of consideration of World Heritage particularities in environmental and social management plans	Inform, sensitise and train staff from the mining and environment sectors on the specificities of World Heritage and on the concept of outstanding universal values so that these may be taken into account in ToR for environmental and social impact assessments
About the scope of required data and / or information		
3.1	Lack of clarity with regard to the boundaries of protected areas (inadequacy or unavailability of spatial information, inconsistent or imprecise boundaries, no visible boundaries on the ground, etc.)	Complete and update the data bases and demarcate, if possible, the boundaries of the PA, on the ground
3.2	Superposition or overlapping of mining titles with each other, on the one hand, and with protected areas, on the other hand	Set up a national land register incorporating both the mining and conservation registries (PAs, forests, WH sites), preferably online
3.3	Lack of knowledge of the World Heritage Convention and its operational guidelines that support its implementation	Make the Convention and its operational guidelines accessible to all players (managers of WH Sites, National Mines Department, Mining Operators, local population, etc.)
About the tools		
4.1	Mining projects' unpredictable budgetary cycles	Raise the awareness of mining companies managers on the need to take conservation into account in long term mining projects and, at the same time, raise conservation's awareness on the need to propose activities that fit into the duration of the mining project
4.2	Regulatory and legal framework: inadequacies, inconsistencies, poor or inequitable implementation	Create a multi-player collaborative framework to develop proposals for implementing and improving the laws in force (insertion of a PA component in the mining code, for instance), the PAs' work plans, ESMPs, etc. and for the rigorous application of the legal provisions in force
4.3	Inadequate rehabilitation plans or ineffective implementation of these plans	Undertake an in-depth review of rehabilitation plans by all players, monitoring and evaluation of their implementation and more frequent audits of mining sites
4.4	Funds for rehabilitation/compensation non-existent, insufficient or inaccessible	Secure the funds programmed to ensure rehabilitation of sites at the end of mining projects and check that mechanisms are in place to render them effectively accessible
About the competencies and knowledge of stakeholders		
5.1	No or poor competencies in environmental matters in general and nature conservation in particular among the technical services of the mining sector	Develop training plans for staff in the mining sector and build up the capacity of staff in charge of the environment in the mining sector
5.2	Difficulties related to paying the costs of regulators' inspection missions (transparency of procedures and good governance)	Apply legal provisions governing the payment of mission costs and include inspection costs in the operating budgets of the state structures responsible for inspections of mining to prevent complacency [collusion] in inspections and evaluations
5.3	Insufficient inspections by the agencies responsible for environmental oversight	Plan and organise mining inspection missions with a view to enforcing environmental and mining regulations and creating good cooperation with the agencies responsible for environmental oversight



Extinction Looms for Forest Elephants

PLOS ONE study with largest dataset on forest elephants ever compiled reveals a loss of more than 60 percent in the past decade. Decline documented throughout forest elephant's range in Cameroon, Central African Republic, Democratic Republic of Congo, Gabon, and Republic of Congo. Conservation scientists urge immediate measures to save the species

Extracts of a WCS press release – March 2013

African forest elephants are being poached out of existence. A study just published in the online journal *PLOS ONE* shows that across their range in central Africa, a staggering 62 percent of all forest elephants have been killed for their ivory over the past decade.

“The analysis confirms what conservationists have feared: the rapid trend towards extinction – potentially within the next decade – of the forest elephant,” says Dr. Samantha Strindberg of the Wildlife Conservation Society (WCS), one of the lead authors of the study.

“Saving the species requires a coordinated global effort in the countries where elephants occur – all along the ivory smuggling routes, and at the final destination in the Far East. We don't have much time before elephants are gone,” says the other lead author Dr. Fiona Maisels also of WCS.

The study, which examines the largest ever amount of Central African elephant survey data, comes as 178 countries gather in Bangkok to discuss wildlife trade issues, including poaching and ivory smuggling.

The study—the largest ever conducted on the African forest elephant— includes the work of more than 60 scientists between 2002 and 2011, and an immense effort by national conservation staff who spent 91,600 person-days surveying for elephants in five countries (Cameroon, Central African Republic, the Democratic Republic of Congo, Gabon and the Republic of Congo), walking over 13,000 kilometers (more than 8,000 miles) and recording over 11,000 samples for the analysis.

The paper shows that almost a third of the land where African forest elephants were able to live 10 years ago has become too dangerous for them.

Co-author Dr. John Hart of the Lukuru Foundation says: “Historically, elephants ranged right across the forests of this vast region of over 2 million square kilometers (over 772,000 square miles), but now cower in just a quarter of that area. Although the forest cover remains, it is empty of elephants, demonstrating that this is not a habitat degradation issue. This is almost entirely due to poaching.” Recent surveys from Democratic Republic of Congo showed a major decline of elephants in the Okapi Faunal Reserve, considered the last stronghold for elephants in the region.

Results show clearly that forest elephants were increasingly uncommon in places with high human density, high infrastructure density such as roads, high hunting intensity, and poor governance as indicated by levels of corruption and absence of law enforcement.

...Research carried out by the CITES-MIKE program has shown that the increase in poaching levels across Africa since 2006 is strongly correlated with trends in consumer demand in the Far East, and that poaching levels are also strongly linked with governance at the national level and poverty at the local scale. This has resulted in escalating elephant massacres in areas previously thought to be safe.

...Earlier this month, the government of Gabon announced the loss of approximately 11,000 forest elephants in Minkébé National Park between 2004 and 2012; previously holding Africa's largest forest elephant population.

...Effective, rapid, multi-level action is imperative to save elephants. A drastic increase of funding, and an immediate focus on the most effective protection strategies, are essential to avoid future huge losses to the remaining elephant populations.

...ZSL's West and North Africa Programme Manager Mr Chris Ransom says: "The evidence of this study, coupled with the evidence of the massive seizures of ivory seen in East and South East Asia over the last couple of years makes it clear that we must take action."

Reducing chronic corruption and improving poor law enforcement, which facilitate poaching and trade, are crucial. It is also vital to improve control of import and sales of wildlife goods by the recipient and transit countries of illegal ivory, especially in Asia. The recipient nations, with the international community, should invest heavily in public education and outreach to inform consumers of the ramifications of the ivory trade. Although the challenge is daunting, China and other Asian countries demonstrated that strong political will can quickly and successfully modify behavior and governance, as was witnessed during the 2003 SARS threat. Similar action, focused on curbing ivory demand is key, if elephants are to survive.

The article is available at:

<http://dx.plos.org/10.1371/journal.pone.0059469>

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ANIMOVE

A training course on animal movement, remote sensing and conservation

Organized by the Max Planck Institute for Ornithology, Radolfzell, Germany

This training course provides a profound knowledge of spatial data handling and analysis including modeling and space use by animals with respect to resource availability derived by remote sensing techniques. The focus is on interdisciplinary approaches linking animal movement, environmental factors and conservation. Advanced theoretical lectures and seminars are complemented by daily hands-on work using methods and practical conservation activities to balance between practical skills and state-of-the-art theoretical background. The course is exclusively based on open source software (R, GRASS) and will provide participants the necessary skills to integrate remote sensing and species movement into wildlife management and conservation approaches. Next session is in August 2013 but further ones will be organized lately.

Further information on the webpage:

www.remote-sensing-biodiversity.org/animove2013



Third call for proposals (2013)

Modeling and Scenarios of Biodiversity

Scenarios of biodiversity in Sub-Saharan Africa: plausible futures of biodiversity and associated ecosystem services, to explore policy and management relevant options for their conservation and sustainable use.

The FRB and the FFEM have joined efforts to organize and fund a call for research projects in Sub-Saharan Africa. The aim of this call is to identify and support projects that have the potential to contribute to the conservation and sustainable use of biodiversity, by increasing the understanding of future plausible changes of biodiversity and ecosystem services and by strongly linking research to policy and management in Sub-Saharan Africa.

The specific objectives are:

- 1) To generate excellent scientific research at the interface of the human and natural systems targeting the future plausible trajectories of biodiversity
- 2) To build, reinforce and extend North-South and South-South partnerships to create networks of innovation in science, policy and practice in the development and use of biodiversity scenarios

The call is open to proposals for scientific research projects within the following scope and themes:

Geographical scope

Projects must target Sub-Saharan African countries. See the section on eligibility of projects and partners on the website for a list of countries whose academic and non-academic organizations are eligible for funding.

Research theme

This call covers projects that assess plausible future changes in biodiversity. In particular, projects should

analyze and compare a range of plausible futures and evaluate the dynamics of the ecological and human systems being studied over temporal horizons of one to many decades. Proposals are strongly encouraged to explicitly address issues of uncertainty that arise from differences between socio-economic scenarios, uncertainties in projections of pressures on biodiversity, underlying uncertainties in models of the impacts of global change pressures on biodiversity, etc.

This call covers all levels of biodiversity ranging from genes to ecosystems and including genetic resources, all spatial scales from local to global, and all environments including terrestrial, inland water, coastal and marine ecosystems.

Proposals should focus on the development and utilization of scenarios to analyze the relationships between drivers of change, biodiversity and ecosystem services, and to guide policy and practice. As such, projects addressing the impact of economic activities on biodiversity and ecosystem services, and/or the effect of biodiversity-related governance mechanisms on socio-economic activities are encouraged. However, proposals may include sub-projects that focus on more fundamental issues that must be resolved in order to improve scenarios. Applicants are particularly encouraged to use a range of socio-economic scenarios to explore policy- or management-relevant options for mitigation or adaptation, and to account for important socio-economic activities such as fisheries, agriculture, forestry, transport, energy, tourism, handicraft, etc. As such, the mobilization of skills from both natural and social sciences is essential, and a strong link to stakeholders, including fieldwork professionals / organizations, (eg. conservation or development NGOs, regional organizations, etc.) is expected.

Deadline for pre-registration of proposals (compulsory): 30th of May 2013

Prior to the submission of a project proposal, applicants are requested to pre-register their proposal, by giving the title, keywords, and abstract of their project, as well as the composition of the consortium. These will not be evaluated, they are only meant to help the FRB staff anticipate the evaluation process.

Deadline for submission of proposals: 20th June 2013

Information on the list of proposals selected by the programme committee: October/November 2013

Announcement of funding decisions: End 2013 – early 2014

For more information

E-mail: pgscenario@fondationbiodiversite.fr

See also:

<http://www.fondationbiodiversite.fr/programmes-phares/modelisation-et-scenarios-de-biodiversite>

Good governance: an essential dimension for NGOs' professionalisation

Directions 1 and 3 of the Road Map for African PA

By Marion Tréboux (IRAM) and Simon Mériaux (FIBA)

Since 2009, FIBA (the International Foundation for the Banc d'Arguin, in Mauritania), through the Transco project, provides structural support (purchase of material, contribution to HR and office running costs, specific trainings) to four NGOs working on the West African littoral: Oceanium in Senegal, Nature Mauritanie in the IRM, the EVA network of AD in Guinea Bissau and Biosfera I in Cape Verde. In 2012, IRAM proceeded to the external evaluation of this project, while providing support to the four NGOs' self-evaluation. According to the conclusions of this evaluation, NGOs have globally benefited in terms of structuration, management effectiveness and access to funding. However, it seems that NGOs often place the issue of associative governance at the second row. And yet, it is a fundamental issue for many reasons...



Meeting of the TRANSCO project in Mauritania in 2012

In fact, national NGOs working in conservation seldom operate associatively according to their statutes. It is quite understandable that governance is not the main concern of young NGOs, but it becomes essential for more experienced NGOs trying to consolidate their action, to comply with the basic rules of associative governance. Because operational governance bodies (ie clearly identified and independent board of directors) and their effective functioning (regular general assemblies, compliance with a pragmatic manual of procedures, shared vision with partners, etc.) are before all a guarantee of effectiveness and sustainability for NGOs, and this can be seen through internal coherence, credibility and conflict management.

More governance for more coherence

The reason of an association is generally to act for general interest, with no lucrative purpose. Associations acquire their legitimacy through their members. Within an NGO, the strategic vision, as well as the main orientations should be discussed and validated during General Assemblies that enable to strengthen coherence among members, the Board of Directors and the “operational team”. A strategic planning document, drafted further to internal discussions and formulation, provides all the members of the association with the same understanding of the NGO’s purpose and its main orientations for the years to come. In addition to this, presenting this strategic planning to donors is often an excellent means to have them take an interest in the NGO’s activities and to be able to ask for more support.

Good governance for more credibility

Good governance indicators constitute a credibility criterion for technical and financial partners wishing to collaborate with a local organization. Very often, international donors require evidence of exemplary governance (minutes of last General Assemblies, consolidated annual financial reports, financial audit reports...) before granting funds. Therefore, good governance is often a pre-requisite to access to important funding, needed to implement wider scale actions and that require continuity, like for example, involvement in the ecological management of marine protected areas.

Good governance to manage conflicts wisely

Complying with associative governance rules enables to avoid autocratic functioning of the NGO that always ends with conflicts resulting in recurrent

departure of human resources, or even the NGO implosion. A good distribution of powers and responsibilities among the different bodies of the association (office members, GA, salaried staff, etc.) helps to resort more easily to mediation in case of conflict: diverging views regarding priorities, the development of the organization, conflicts among leaders, etc. The good governance of an organization enables to have powers and counter-powers, as well as space for dialogue and well-defined decision-making rules that facilitate conflict resolution and ensure the sustainability of the organization and its action. Good governance is an advantage that helps to cope with periods of crisis. A charismatic leader is often the key element for the emergence of an organization, but it is also important that this leader “hands over to” according to the associative rules of power and responsibility sharing.

Thus, associative governance rules must not be seen as an obstacle to the good operation of NGOs. On the contrary, complying with the rules may enable more effective and sustainable functioning of NGOs, both to get more legitimacy to access easily to financing, and to manage the unavoidable crises with serenity.

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nature's
voice

Job opportunity : technical Advisor - Co-management, Livelihoods & Agriculture

The Gola Rainforest National Park Program is an exciting long-term initiative supporting the management of the Gola Rainforest National Park, the second only National Park in Sierra Leone and a global priority for biodiversity conservation. The RSPB is seeking a dynamic co-management, agriculture & livelihood specialist to provide technical and operational support to the Program to deliver its objectives. You will have skills and experience in planning, budgeting, implementing work-plans, and monitoring and evaluation, as well as building capacity in these areas. You will also have a strong background in community development programs and participatory approaches as well as REDD, be practically minded, and be passionate about conservation. Location: Kenema, Sierra Leone

Deadline: 22 April 2013

More on: <http://www.rspb.org.uk/vacancies/details/342064-technical-advisor-comanagement-livelihoods-agriculture>

Contact: PeterTaylor - peteraj.taylor@rspb.org.uk

Building a Safer Future for Protected Areas:

World Heritage Sites and Protected Areas are invited to participate in a ground-breaking business skill sharing programme, as Earthwatch launches its Business Skills for World Heritage Programme for 2013.

Directions 4 and 6 of the Road Map for African PA

Global environmental non-profit organisation, Earthwatch has been successfully running an exciting capacity building initiative - *The Business Skills for World Heritage Programme* for five years.

The programme is a collaboration between NGOs and the corporate world: facilitators from Earthwatch; site managers from Natural World Heritage Sites and Natural Protected Areas; and business leaders from Shell. The programme enables the sharing of skills, knowledge and experience in business planning to help sites make better use of their resources, to become financially self-sufficient and ultimately, to improve their effectiveness in safeguarding biodiversity.

Since 2009, 21 Natural WHS across Africa and Asia have benefitted from this unique training opportunity. For 2013, Earthwatch are opening up the programme to Natural Protected Areas that are being considered as UNESCO World Heritage Sites, expanding the opportunity to a larger number of sites.

Business mentors are selected from Shell and undergo an intensive mentor development and preparation programme, facilitated by Earthwatch. Site managers are paired with their business mentors and together participate in a 10-day skills transfer programme. The business mentors provide guidance on aspects of business planning from budgeting and managing risk, to developing marketing strategies and managing staff resource. A focus on capacity development and emotional intelligence is also incorporated in to the programme, supporting the growth of soft skills and leadership skills that can be shared with all site staff on completion of the skills transfer programme.

Ashwika Kapur, a site manager from the Sundarbans World Heritage Site in India took part in the programme in 2010. "It was becoming increasingly evident to me that the running of successful conservation projects was as good as impossible without taking the commercial side of things into consideration. 'Business', in fact is an integral part of planning conservation activities and perhaps on

some level, we naturalists lack expertise in the field of commerce and finance, which is a significant handicap when it comes to implementing our visions into actual actions on the field. Thus, I saw this as a fantastic opportunity to train in these skills," she said.



Shell Employee Adetoun Mustapha mentoring her team from W National Park, Niger - Credit: Rachel Batley

In 2011 and 2012, the training programme took place at Mpala Research Centre in Kenya. Webber Ndoro, Director of the African World Heritage Fund, who visited the team said: "The participants that are coming here are site managers. And I think this is the right target because they deal with World Heritage Sites on a day to day basis. The skills they're gaining here are going directly to the people who are seeing these problems, so they can then integrate business planning into their management plans. After the training period we will begin to see the benefits of planning using a business model."

After the initial training, the World Heritage Site managers remain in close contact with their mentors over 12 months. During this time, they work together to develop and implement the World Heritage Site's business plan, with the mentors providing support and guidance wherever it is needed.

Building on the success of the Business Skills programme, Earthwatch is now seeking support from new collaborators to make this valuable training more widely available. In partnership with Shell Foundation, an independent charity, the Earth Skills Network is being developed, to work more widely with Natural Protected Areas and to involve other corporate organisations in supporting the programme.

"We are expanding this exciting programme over the coming months and years through the **Earth Skills Network**. We hope to make this training available to many more managers of protected areas around the

world. We are actively seeking partners and funders to be involved as we scale up this exciting initiative,” said Claire Lippold, Earthwatch’s Partnership Manager.

For more information, please visit www.earthwatch.org/esn or contact Rebecca Stubbing – rstubbing@earthwatch.org.uk

About Earthwatch

Earthwatch works collaboratively with multi-national organizations that share our commitment to address global environmental challenges. We provide high-quality programs that immerse employees in hands-on research and learning experiences. Earthwatch has over 20 years experience of facilitating behavioral and organizational change within companies by working with staff at all levels to build knowledge and agency around environmental challenges.

Earthwatch works with nearly 40 corporate partners around the world, in industry sectors ranging from financial services to consumer products, agriculture, and extractives. We were awarded first place in the Best Green Employee Engagement category of the international Green Awards in 2011, in recognition of the achievements of our partnership with HSBC.

The original five-year ‘Business Skills for World Heritage Programme,’ funded by Shell and implemented by Earthwatch, aims at enhancing effective management of World Heritage sites as well as providing indirect economic benefits to local communities, and assistance in the environmental sustainability of some of the most beautiful and threatened places on earth.

www.earthwatch.org/europe/our_work/corporate



TERMS OF REFERENCE

Expert consultant for the analysis of Global Environment Facility’s experience on protected area in West and Central Africa.

Context:

The Global Environment Facility (GEF) is the largest public funder of projects to improve the global environment. An independently operating financial organization, the GEF provides grants for projects related to biodiversity, climate change, international waters, land degradation, the ozone layer, and persistent organic pollutants.

For the Global Environment Facility (GEF), protected areas are some of the most cost-effective tools to conserve globally relevant biodiversity. As a consequence, the GEF has generally been very receptive to requests by African countries to expand and strengthen their protected area systems.

Proposed Short-Term Consultancy to study Protected Areas in West and Central Africa

In West and Central Africa, the challenge to preserve natural resource remains daunting. The natural resource base in the region is sharply deteriorating; over 80% of the West African forest has been lost, population of key species is decreasing at a worrying rate. The coverage of existing protected areas is both inadequate and poorly representative of the region’s unique habitats and species.

There is an urgent need to address these challenges in a comprehensive manner.

The study, by capitalizing the GEF long-standing experience and the different approaches supported, will help the GEF to strengthen its support to these regions and to further promote its actions among the donors’ community. This study will focus on Protected Areas in West and Central Africa and will be conducted based on the existing list of projects that GEF has supported, and interview of key experts and some of the PAs.

Qualifications:

Applicants for the consultancy must meet the following criteria:

- Post graduate degree in Environmental Sciences.
- Minimum 5 years of proven experience in database development and analysis.
- Work experience in West or Central Africa.

Application Process:

CV and Expression of Interest should be submitted by email to cgobin@thegef.org, before **April 15, 2013**. Only selected candidates will be contacted for interview.

CENTRAL AFRICA TO MOBILIZE UP TO 1,000 SOLDIERS TO SAVE ITS ELEPHANTS

WWF Press release - Yaoundé, Cameroon (25 March 2013) - extracts



Central African states... said they would mobilize up to 1,000 soldiers and law-enforcement officials to immediately start joint military operations to protect the region’s last remaining savanna elephants, threatened by Sudanese poachers on a killing spree in the region.

“We recommend the mobilization of all defense and security forces in the affected countries” to stop these poachers, eight of the ten members of the Economic Community of Central African States (ECCAS) said in a joint statement at the end of a three-day emergency anti-poaching ministerial conference held in Yaoundé, on March 21-23.

The high-level conference was held to stop what ECCAS said are about 300 heavily armed Sudanese poachers on horseback on the prowl for elephants in the savannas of Cameroon, the Central African Republic and Chad.

On the night of March 14-15, in southern Chad, these poachers killed at least 89 elephants in one night. Since the beginning of the year, they also slaughtered at least thirty elephants in the Central African Republic. They are believed to be responsible for the 300 elephants killed in

Cameroon's Bouba N'Djida National Park in early 2012, forcing the country to mobilize 600 elite soldiers to defend the country's borders from these poachers.



Although precise figures are difficult to come by, savanna elephant populations in, for example, the Central African Republic – the country with historically the highest numbers of savanna elephants in the region – are believed to have plummeted from around 80,000 thirty years ago to a few hundred today.

The emergency plan, estimated to cost around 1.8 million euros, calls for the use of aerial support, land vehicles, the purchase of satellite phones, the establishment joint military command including real-time information sharing and analysis systems, as well as for sending a diplomatic mission to Sudan and South Sudan – where the poachers are believed to originate from...

"This is fantastic news. ECCAS and its member states deserve to be congratulated for their determination to once and for all to stop these elephant killers," said Bas Huijbregts, head of the Central African strand of WWF's campaign against illegal wildlife trade. "Now, it is up to demand countries – principally China and Thailand – to show that they have as much courage and determination as these Central African countries," he said...

WWF is campaigning for greater protection of threatened species such as rhinos, tigers and elephants. In order to save endangered animals, source, transit and demand countries must all improve law enforcement, customs controls and judicial systems. WWF is also urging governments in consumer countries to undertake demand reduction efforts to curb the use of endangered species products.

For further information, please contact:

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IUCN Consultancy

In the context of support to NGOs provided by the Small Scale Programme (PPI.3) of the French GEF (FFEM), IUCN-PACO is looking for a consultant, specialized in the planning, management and monitoring of conservation projects in the context of a training workshop to be organized in Yaoundé (Cameroon) in May 2013.

The TORs are available on the website (www.papaco.org) or on request to Thomas BACHA (thomas.bacha@iucn.org).

Technical and financial offers must be sent to Thomas BACHA **the April 16, 2013 at the last.**

A Cross River Gorilla, Silver back, killed in NW Cameroon

By Regina Fonjia Leke, ERuDeF

The Cameroon Conservation Non-Profit, the Environment and Rural Development Foundation, (ERuDeF) announces the disappointing killing on March 1st, of a Silver-back Cross River Gorilla en provenance from the Proposed Tofala Hill Wildlife Sanctuary in the Lebiam Highlands, SW Cameroon. The killing of this over 40-year silver-back was carried out by a well-intentioned Pinyin community in Santa Sub Division of NW Cameroon.

According to Neba Bedes, ERuDeF's Wildlife expert dispatched to the scene on 5th March 2013, the Silver-back killing was ordered by the Chief of Gendarmerie Brigade (local government security) based in Pinyin in the name of "self-defense" without conducting the necessary security checks to ensure that this critically endangered animal is not causing any security dangers to the local people.

The presence of this Silver-back was reported by a local teacher who was going to her farm very early in the morning on March 1st 2013 at about 1Km away from the village. It is alleged over 45 cartridges were used as well as several blows with clubs and stones on the Gorilla, leaving the Gorilla in a pool of his own blood.

The death of this Silver-back remains a very big loss not just to ERuDeF, but to the conservation world at large, given that this ape is Africa's rarest and most threatened primate and one of the world's 25 most threatened wildlife species. **Only about 300 of them**

live in the world between the Nigeria-Cameroon border Region.



The dead Gorilla in Pinyi

Since 2010, the Government of Cameroon through the technical assistance of ERuDeF has been working to complete the creation of this very important Sanctuary, which is home to about 40 Cross River Gorillas and over 150 Nigeria-Cameroon Chimpanzees and a range of other endangered species of fauna and flora.

The killing of this Silver-back in Pinyin provides a more glaring proof about the plight of this elusive wildlife species, that there is no hope for them out of formal protected areas. The migration of this killed silver back is also a testimony of the intense human pressure that the Gorillas in the Tofala forests are facing. This pressure includes very high forest conversion to farms and poaching.

The CEO of ERuDeF in a press conference in Buea condemned the killing. He later descended on the scene and from the information he brought back, the Gorilla was killed up to 5km away from the village. When the lady alerted the villages of the Gorilla, they started going after the Gorilla who was running back to its habitat around Fomenji. This explains the Gorilla was not killed for self-defense given the distance they covered to kill the Gorilla. To this effect, the NGO ERuDeF has now contacted the Wildlife law enforcement NGO, Last Great Apes (LAGA).

Contact: www.erudef.org

IUCN CONSULTANCY Situation analysis for West and Central Africa

IUCN is commissioning an independent desk study that aims to: i) draw on existing published and unpublished information to summarize currently available information on the large terrestrial and freshwater vertebrate fauna of West and Central Africa; ii) document the main impacts and drivers of wildlife loss in the region; and iii) review existing conservation measures and effectiveness. The study will involve extensive consultation with governments and government agencies in-region, as well as IUCN members and individual experts. An additional component of the study will be to identify a suite of high-priority funding needs to guide the funding strategy of SOS (and potentially other donors) and thereby aid in “*halting and reversing the declining trends of mammals, and biodiversity in general, in the region*”.

This study will be produced by one (or a team of two) independent consultant/s contracted through the IUCN Secretariat. Terms of Reference for this consultancy are available on www.papaco.org. Interested parties should submit a one-page expression of interest (including a rough budget) and accompanying CV to Mike Hoffmann (mike.hoffmann@iucn.org) by **no later than 14 April**.

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