



Newsletter from African protected areas

#141, May 2020 — www.papaco.org



Geoffroy Mauvais,
Papaco Coordinator

IN BALANCE

Nature is about balance. Though she does not necessarily mind emptiness, Nature does hate immoderation.

Let one species claim the right to dominate all others, and inevitably, appropriate corrective measures will ensue, bringing the culprit back to its rightful place. The size of the carnivorous population depends on the number of their preys; any hunting abuses is paid by the carnivores in due course. Meanwhile, herbivores in too-high numbers will suffer the consequences of overgrazing, or of the ensuing drought. Likewise, one plant invading an area will progressively create conditions leading to its own decline.

This rule also applies to man, although we were during many years convinced of our exceptional status. Since 2003 at least, each year we mark the date of “Earth Overshoot Day”, this symbolic date representing the point in time when mankind has officially consumed all the resources it could use up that year to live sustainably – marking the moment where mankind effectively enters into “credit” with nature. Last year, Earth Overshoot happened at the end of July. Since 1992, we talk about human-induced climate change, without taking much action on our part, aside from promises that we quickly forget. Overpopulation leads to chronic water shortages in 80 countries and to famine in around 40, often the same countries. Overproduction, misproduction and unfair exchanges are accompanied by waste, pollution, injustices and nullify the small-scale efforts attempted by a minority.

The world population is now around 7.5 billions and according to all projections, even the most conservative, will exceed 9 billion by

2050. To maintain a stable number of humans in 2020, dozens of millions of us should die within the year, in addition to natural mortality. And this phenomenon would need to be repeated each year until the balance of births and deaths evens out! Yet even if the population growth is reduced like this, there would need to be an even bigger decrease in our ecological footprint to be able to correct the overuse of our resources.

The human species, oversized today, is very naturally in danger: we could consider that this is our own choice. To darken the picture further, we continue exploiting and trading wildlife without moderation, increasingly exposing ourselves to major zoonotic risks, multiplied by our ability to reach for species further and further away and to spread diseases faster and faster, anywhere across the globe. The COVID-19 crisis is part of a longer and accelerating spiral, including in the last decades HIV, Ebola, swine flus, SARS and others. When will we finally understand that we need to stop chaotically manipulating wild species?

No, the pandemic affecting us today does not mark the end of the world. Yet we would like to hope that it will mark the beginning of a new one. It is hard for now to imagine what tomorrow will look like, but we know that this new Anthropocene must drive us to place nature at the center of our choices. This can only take place through profound lifestyle changes, in industrial countries and others, in the factories and the fields, in modern cities as on traditional markets. Claiming that we can or should prioritize man over nature would be a big mistake, as the latter will sooner or later bring us back to balance, in a painful way. We have been warned. ●

Covid-19: IUCN statement

Wednesday 08 April 2020 - [Read online](#)

As the world continues to struggle with the COVID-19 pandemic, the International Union for Conservation of Nature (IUCN) stands in solidarity with all those already directly affected by the virus around the world. Our thoughts are with all vulnerable populations, especially those who are already suffering from the ravages of environmental degradation – many with limited access to adequate healthcare for financial or geographic reasons.

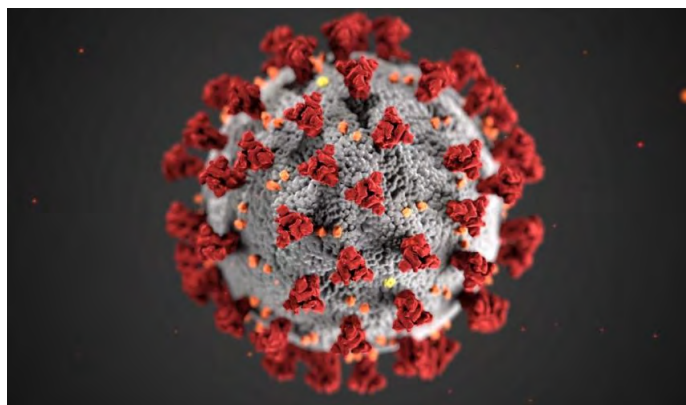


Photo: CDC/Alissa Eckert, MS; Dan Higgins, MAMS.

The Union remains fully committed to the health and safety of our employees and constituencies, and we have taken drastic measures to protect them. We stand in support with IUCN's 1,400 Members and over 17,000 volunteer experts in the IUCN Commissions – in almost every country of the world. We applaud the many environmental heroes and indigenous peoples who continue their work at the front line of conservation during these difficult times.

IUCN reiterates its commitment to conserving nature for a healthy planet and people. We continue to help communities in these uncertain times while stepping up areas of work that will help us understand and address the underlying drivers of diseases that arise from human contacts with wildlife or livestock – known as zoonotic diseases. Many IUCN programmes, Members and Commissions are already working on issues that will help us better understand and recover from this crisis. The IUCN Species Survival Commission and Commission on Ecosystem Management are working to rapidly improve our understanding of how such transfers of pathogens take place as a result of human activities, such as illegal wildlife trade and land use change.

Land use change is a key driver of emerging zoonotic diseases. Deforestation, habitat fragmentation and an expanding agricultural frontier increase the contacts between humans and other animals, potentially increasing the chances of zoonoses emerging and spreading. This is why protected areas and environmental law must be part of our global strategy to reduce or prevent future disease episodes. In understanding the consequences of human activities that lead to the spread of zoonotic diseases we can ensure we rebuild thoughtfully, and clearly communicate effective long-term

remedies to actors ranging from policy makers to local communities.

A crisis, especially one of this intensity, inspires reflection and evokes difficult questions. Beyond the human tragedy, much attention has turned towards humanity's relationship with the natural world and the impact of our activities. With an economic catastrophe resulting from the sudden and drastic halt of activity, many have observed that, beyond the human tragedy, our footprint on the planet has temporarily become lighter. No doubt, this is a sign that we are capable of doing things differently, but to look on this as a positive outcome would be a grave mistake. The cost has been and will be enormous in terms of lost jobs, hardship and suffering. Furthermore, it is clear that the COVID-19 outbreak is also bringing new threats to indigenous peoples and rural communities, as well as exacerbated violence, in particular against women and girls as quarantine conditions make unsafe homes even more dangerous.

We can rebuild, but let us rebuild smarter. As a community we have been speaking of the need for transformational change – let us work together now to ensure we follow a thoughtful sustainable path. IUCN will continue to engage with women and men across communities to build and implement safe and gender-equitable solutions.

People around the world, especially those on the front lines of the fight against this pandemic, continue to go to work, often putting their lives at risk so others may be looked after, kept safe and have continued access to food and other necessities. The technological progress that has marked these past decades now allows many others, especially in urban centres, to work from home. They attend the same meetings that they would at the office or halfway around the world, producing similar results. They drive less, fly less, pollute less.

To draw a lesson from this ongoing tragedy, we should all vow to revisit the way we work. We must look at how we can reduce our footprint on the natural world by continuing to use the tools we are using now. We can set targets to fly and commute less, and report our progress in a transparent way.

As a global leader in undertaking and coordinating research and policy advice on the environment, IUCN will continue to work with our Members and networks to bring you essential insights and lessons learnt. We remain committed to our powerful Union, to our mission of sustainable development, and to working together to ensure a healthy planet, with healthy people. ●

Our courses

MOOCS

- 11,000 students -

The current session of Papaco MOOCs started 17 February. In barely two months, we recorded a record-breaking number of 11,000 registrations! The number keeps increasing, and know that it's not too late at all to get started. If you start today, you have more than enough time to complete all MOOCs.

If you're done with a MOOC and wish to receive your certificate of completion, please send a request at moocs@papaco.org.

Current session: 17 February to 19 July 2020.

Registrations close: 1 July 2020.

REGISTRATIONS: mooc-conservation.org



ONSITE COURSES

University Diploma: end of classes

In last month's NAPA, we mentioned that University Diploma students had to be repatriated from Burkina Faso because of Covid-19. Of course, training wasn't over yet. So to make sure students complete their U.D., we made use of available technological means to help them finish the course. They've all succeeded, there will unfortunately not be any graduation ceremony, but congrats to all for not giving up and adapting despite the circumstances. In the following pages, the concerned students tell you first-hand their side of the story.

For obvious reasons, we don't have a date for the next U.D. yet. But if you are a French speaker, note that calls for applications are published on social media and in our NAPAs. So make sure you follow us by filling-in the newsletter subscription form on papaco.org/napa.



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STUDENTS FROM U.D. 16 SHARE THEIR EXPERIENCE

TRAORE Boubacar, Burkina Faso



My name is TRAORE Boubacar, I'm from Burkina Faso, and took part in the 16th edition of the Protected Area Management University Diploma.

Given the global sanitary situation, on 19 March, U.D. organisers deemed it necessary to stop onsite training in Ouagadougou, in order to enable students from other countries to return before borders close. At that point, we still needed to finish two modules (ecological monitoring and environment economy) as well as an exam on environmental law. For the module on ecological monitoring, we were advised to follow the MOOC on ecological monitoring. This was a pleasant experience, as we were able to familiarise ourselves with the MOOCs and to gain deep knowledge on ecological monitoring. Thanks to the dynamism of our coordinators (Marion Langrand and Béatrice Chataigner), we were all able to successfully complete the MOOC. Professor Yelkouni gave the course on Environment economy. He clearly took pleasure in teaching us, and was always keen to review some topics when we didn't fully understand.

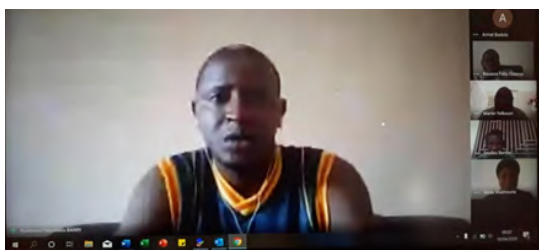
I believe U.D. 16 was a great success, because despite the circumstances that were outside our control, the targets were met. I can only finish this testimony by thanking all those who were somehow involved to make this course possible. Specifically thank you to all staff at Senghor University, the IUCN, PAPACO, not to mention Geoffroy MAUVAIS, Béatrice CHATAIGNER, Arsène SANOU, Armel BADOLO, Marion LANGRAND.

Good luck for the next U.D.

Mamadou Hassimiou BARRY, Guinea-Conakry



The interruption of the U.D. proved we could really do the course without being onsite, thanks to technology when available and accessible at our homes. Thus, with the help of the trainers, we were able to communicate via email, WhatsApp, E-Chat and Webinar (video chat). We were able to follow classes (on written documents or video), receive homework and communicate with trainers and fellow-students as if we were sitting in class. This was great. We were able to share our concerns with teachers, and receive help from other students.



There were limitations, of course, namely connectivity issues, group projects and the lack of field outings. Generally speaking, I was satisfied with the online training, and I believe that this is in line with the evolution of society, and how technology adapts to our needs.

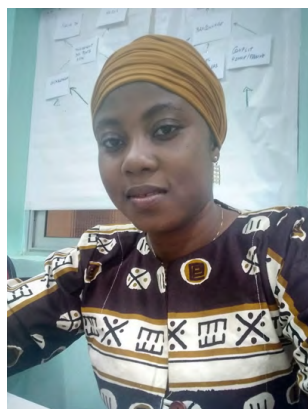
Seydou Berthe, Mali



I found the U.D. very interesting despite the issues posed by the pandemic that interrupted the course. I currently worked as communications person at Mali's national Water and Forestry department, and as our working hours are reduced, I have more time to follow the courses at home.

I'm very happy to have my ecological monitoring certificate of completion, and found the MOOC very interesting. I intend to enrol in other MOOCs after the last U.D. exam.

Méité Maimouna, Côte d'Ivoire



D.U. 16 was an opportunity for me to improve my understanding on protected area management. I was able to understand the different tools available for better management of our protected areas. One of these tools, ecological monitoring, is key to ensure we meet conservation goals.

Even though we followed this course through a MOOC, it remained interactive as, in addition to the videos, we were able to communicate with teachers. Finally, I'd say Covid-19 pandemic did interrupt our onsite training, but it did not keep U.D. 16 to meet its targets.

MOOC ambassadors

LOCAL MOOC MEET-UPS

Covid-19 and regulations in certain countries still blocks the organisation of meetings organised by our ambassadors.

Above all else, we urge you to respect the measures taken by your respective governments, so for the time being, we will not publish any information regarding local meet-ups.

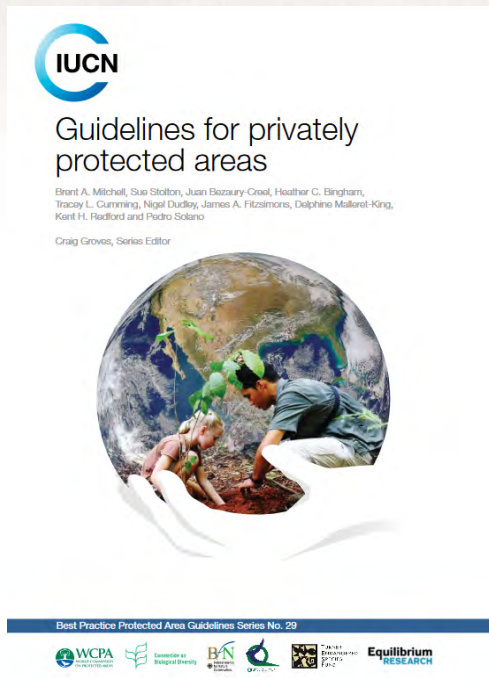
Your are however welcome to get in touch with your ambassador if you encounter any MOOC-related difficulty.

List of ambassadors (click on their name to send them an email):

- [Zambia, Chewe](#)
- [Kenya, James](#)
- [Rwanda, Leonard](#)
- [Benin, Kévin](#)
- [Burkina Faso, Valéry](#)
- [Burundi, Léonidas](#)
- [Comoros, Humblot](#)
- [Côte d'Ivoire, Mamadou](#)
- [Douala \(Cameroon\), Mathias](#)
- [Gabon, Brice](#)
- [Guinea \(Conakry\), Moussa](#)
- [Haïti, Talot](#)
- [Kara \(Togo\), Jean](#)
- [Kindu \(DRC\), Ohm](#)
- [Kinshasa \(DRC\), Emmanuel](#)
- [Kisangani \(DRC\), Richard](#)
- [Lomé \(Togo\), Samuel](#)
- [Lubumbashi \(DRC\), Albert](#)
- [Madagascar \(Tana\), Raymond](#)
- [Mali \(Bamako\), Seydou](#)
- [Morocco, Rachid](#)
- [Mauritania, Fall](#)
- [Niger, Oumarou](#)
- [Pointe Noire, Charmand](#)
- [Senegal, Thiam](#)
- [Chad, Seid](#)
- [Tunisia, Moadh](#)
- [Yaoundé \(Cameroon\), Pascale](#)

AMBASSADOR? They are Papaco MOOC students who agreed to help students in their own towns or regions. However, they are not meant to share answers to MOOC exams...

Featuring this month: Privately PAs



PUBLICATION OF THE FRENCH TRANSLATION: ‘GUIDELINES FOR PRIVATELY PROTECTED AREAS’

These guidelines address planning and management of privately protected areas (or PPAs) and the guidance is aimed principally at practitioners and policy makers, who are or may be involved with PPAs. Guidance is given on all aspects of PPA establishment, management and reporting, and information is provided on principles and best practices, with examples drawn from many different parts of the world. The aim of these guidelines is to shape the application of IUCN policy and principles towards enhanced effectiveness and conservation outcomes, focused on PPA managers and administrators. Not all the guidance will necessarily apply in all social, political and economic contexts. However, learning from best practices around the world and considering how these can

be incorporated at site or national level may improve the likelihood of success in private conservation and suggest how conditions might be improved to favour PPAs and thus capitalise on the opportunities they present.

In this NAPA you'll be able to read a couple of excerpts from the publication. To read the full English version (or download it), [click here](#). The French translation of these guidelines are now available [here](#).

Preface

These guidelines address planning and management of privately protected areas (or PPAs). A privately protected area is a protected area, as defined by IUCN (i.e. *A clearly defined geographical space, recognised, dedicated and managed, through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values*), under private governance. This can include governance by individuals and groups of individuals; non-governmental organisations; corporations, including existing commercial companies and small companies established to manage groups of PPAs; for-profit owners such as ecotourism companies; research entities such as universities and field stations; or religious entities. Not all private conservation initiatives can or should become PPAs.

The guidance is aimed principally at practitioners and policy makers, who are or may be involved with PPAs, including:

- Owners of all types, including:
 - Individuals and groups of individuals;
 - Non-governmental organisations (NGOs);
 - Corporations, both commercial companies and sometimes corporations set up by groups of private owners to manage groups of PPAs;
 - For-profit owners;
 - Research entities (e.g. universities, field stations);
 - Religious entities;
- Government officials (management agencies and legislative and policy authorities);
- Associated interest groups (e.g. conservation NGOs);
- Focal points of international agreements (such as the Convention on Biological Diversity).

Guidance is given on all aspects of PPA establishment, management and reporting, and information is provided on principles and best practices, with examples drawn from

many different parts of the world. After an introduction (Part A), Part B focuses on the major issues impacting PPAs, which are elaborated through a series of best practices organised according to encompassing principles. A vision for the future of PPAs and links to global conservation targets are outlined in Part C. Finally, the principles and best practices described in part B are further explored in a set of case studies (Part D) which illustrate real-life experiences.

The aim of these guidelines is to shape the application of IUCN policy and principles towards enhanced effectiveness and conservation outcomes, focused on PPA managers and administrators. Some guidance will be more appropriate for the senior administrators of protected area agencies who establish the regulatory or legal conditions for PPAs, and other aspects will be of more use to site managers. In Part B, the main target audience for each section is highlighted at the start of the section. Not all the guidance will necessarily apply in all social, political and economic contexts. However, learning from best practices around the world and considering how these can be incorporated at site or national level may improve the likelihood of success in private conservation and suggest how conditions might be improved to favour PPAs and thus capitalise on the opportunities they present. As part of a long-running series of best practice guidance on protected areas from IUCN, these guidelines, for the most part, do not repeat guidance that is universal to protected areas or is covered in other volumes of this series.

BEST PRACTICES

An important part of developing best practices around the establishment of PPAs is to understand the diversity of reasons motivating people to set up PPAs. Establishing a PPA is in some ways similar to establishing other types of protected areas, but there are key differences. PPAs can be, and are often, set up unilaterally by a single individual; others may involve large groups of people (e.g. company workers or religious orders). PPAs can also be established by organisations (e.g. NGOs) often with very large numbers of voluntary members. Examples of PPAs that have been established by different groups are found throughout these guidelines.

Landholders have a range of motivations for developing PPAs. While these can be in response to external incentives

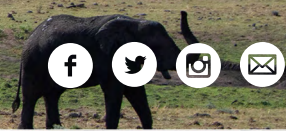
and drivers (see Section 3), experience and research (e.g. Farmer et al., 2011; Leménager et al., 2014; Selinske et al., 2015; Farmer et al., 2016) indicate that for many individuals the most powerful motivations are personal and intrinsic, ranging from altruism to spiritual or religious beliefs, and are often complicated. Mechanisms for the recognition and establishment of PPAs vary depending on a country's legal and regulatory frameworks (or lack of them) (Mitchell 2005). PPAs are established voluntarily and this section describes some of the common conditions and drivers that often accompany establishing a PPA.

Principle 1.1: A PPA must meet the definition of a protected area

To be recognised internationally by IUCN and listed on the WDPA (see Section 7), a PPA must meet IUCN's definition of a protected area (see Part A), that is, the primary objective must be nature conservation. Areas that do not meet the definition are not protected areas, and in this regard private areas are no different to government areas. Areas that do not meet the protected area definition but that make effective and permanent contributions to conservation may qualify as other effective area-based conservation measures (OECMs), as introduced in the CBD's Aichi Biodiversity Target 11 (Jonas et al., 2014, 2018; Mitchell et al., 2018) (see Appendix 1).

Principle 1.2: PPA owners and managers should articulate clear conservation objectives from the outset

PPAs may be established for a variety of reasons and it is important for PPA owners (and holders of easements or covenants) to articulate conservation objectives clearly at the initiation of the project (Best Practice 2.2.1). For example, conservation NGOs such as land trusts may target specific areas that are particularly important for biodiversity or other conservation values. Conversely, landholders may choose to protect his or her property based on personal sympathies, irrespective of its priority in national strategy. In other cases, conservationists may mobilise to acquire and protect parcels of land under threat of land use conversion. However, all should be able to demonstrate their intended role in conserving nature on that land irrespective of other land uses (see Principle 1.1).



Principle 1.3: PPAs are best developed within a clear, supportive institutional framework that empowers governance and management

PPA establishment is easiest where national/regional societal conditions and institutional and legal frameworks are conducive (see Case Study 10 from South Africa and Boxes 1.2, 1.3 and 1.4). These include not only legislation specific to the establishment of PPAs, but also extension support for ongoing management, carefully targeted financial incentives (see Section 3), some form of auditing, and social learning institutions.

Principle 1.4: PPAs can be established through a variety of mechanisms

Approaches to establishment of PPAs (Lausche, 2011) include:

1. An individual landholder voluntarily agrees/sets up a formal protected area, retaining title and exercising management responsibilities according to the designated conservation objectives and protected area category (see Case Studies 6 from Kenya and 10 from South Africa).
2. An individual landholder voluntarily surrenders to the government certain legal rights to use the private property in order to preserve certain conservation values, while retaining title and rights to other compatible non-conservation uses (such as maintaining a residence). Sometimes certain rights to a particular property are surrendered in exchange for rights to develop adjacent or other property, or other incentives such as a reduction in property taxes to compensate for the theoretical loss in value of other production potential. Mechanisms for this approach include the negative easement (called a conservation easement in some jurisdictions), servitudes, covenants running with the land (i.e. the restriction encumbers the property, not the landholder, and therefore remains in place, even if land ownership changes) and management agreements (see Case Study 1 from Australia, Case Study 2 from Brazil and Case Study 7 from New Zealand).
3. An NGO, research or religious organisation receives charitable contributions or raises funds privately or publicly to purchase, lease or manage donated land for

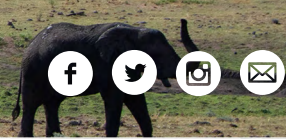
protection and conservation (see Case Study 3 from China and Case Study 5 from Germany).

4. An NGO, research, religious organisation or for-profit organisation purchases or donates land/water and then sells this holding on to another private landholder after placing a protective agreement on the title (e.g. a revolving fund or covenants) (see Case Study 4 from Costa Rica).
5. A for-profit corporation purchases and directly manages an area for conservation to generate profit from conservation-compatible activities such as tourism (see Case Study 8 from Peru).
6. A for-profit corporation sets aside, donates or directly manages an area for conservation to build good public relations, or as a concession or offset for other activities. Motivations may include interest in gaining 'green' certification for an associated development project or making an investment for the future (see Case Study 9 from Samoa).
7. A for-profit corporation, NGO or research organisation, by contractual agreement with governments and/or local communities, creates a marine or lake no-take area based on a so-called Marine Conservation Agreement (MCA), and directly manages this area for conservation, research or to generate profit from compatible activities such as tourism (see Box 1.7 and TNC & CI, 2012).

These mechanisms should not be viewed or implemented in isolation. Rather, best practice is to find 'optimal mechanism mixes' that maximise conservation benefit for minimal effort or expense (Young et al., 1996). In addition, establishment agreements may not be enough to protect the area in the long term and additional mechanisms may be needed for long-term stewardship to ensure the area meets the definition of a PPA.

Principle 1.5: All PPAs should be established with a long-term strategy and sustainable financing

PPAs should be established with an expectation of long-term conservation outcomes; key elements of this are likely to include conservation planning, sufficient long-term financial support for management and generational succession.



Managing a privately protected area

Having a management system in place is an important step in ensuring effective nature conservation in PPAs. Ideally, a management system should consider all aspects of protected area management, from identifying objectives to monitoring and adaptation. The extent to which it is practical to implement the different best practices in this section will depend on the size and needs and conditions in individual PPAs.

There is already extensive information available on best practices for protected area management, much of it applicable to PPAs (see Box 2.1). This section provides examples of how these practices have been implemented by PPAs around the world.

Principle 2.1: Current and potential PPA landholders should have a clear understanding of what is happening in and around the PPA before developing management activities

Where possible it is important to gather geographic, hydrological, social, ecological, geoheritage, cultural and legislative/political information on the PPA and its surroundings before planning any management activities. This step in planning is often referred to as a situation analysis (CMP, 2013). Individual owners may have knowledge on the area they are establishing as a PPA going back for generations. In other cases, NGOs/for-profit organisations may be purchasing/leasing a piece of land with more limited information available. The best practices below note some important information sources (see also Box 2.3). Most areas should also be able to access local information from conservation agencies, organisations and researchers. Partnerships (Best Practice 2.5.4) are important sources of information, and all partners should have a shared understanding of the area.

Principle 2.2: Management systems should focus on the achievement of defined PPA objectives

Management systems are generally laid out in written documents (e.g. five-year management plans and annual operational plans) that help develop a shared understanding of and a vision for a PPA. Management systems can also be made up of a number of smaller plans targeted at specific management issues or zones (e.g. tourism plans, business

plans, research plans, patrol plans, restoration plans, monitoring plan, etc.) rather than one main plan, although it is important that these are bound together by an overall vision and agreed objectives. Management planning does not necessarily need to be a complicated or formal process, but it is important to think through what type of management the site needs and to record exactly what the PPA is trying to achieve.

Principle 2.3: The full costs and benefits of the PPA should be understood as the basis for management

The costs associated with management of PPAs will vary depending on factors including the size, natural features and goal of the PPA. Even leaving land in its current state can incur costs in fire-management, legal defence, etc. (Rissman & Butsic, 2011). Some PPAs will be funded by the landholders, often through earned income (e.g. from tourism or membership of an NGO), whilst others from foundations, grants, etc. (see Section 3 on incentives) or a mix of these. Whatever the source of funds, it is important to clearly link activities in the management plan/system with realistic budgets. Developing a detailed management plan which cannot be implemented is a waste of resources. Working within PPA networks (see Section 8) or with neighbouring conservation lands/waters can help spread both workloads and financial outlay (Best Practice 2.1.1). In addition, the management of a PPA may require other types of resources such as equipment, technical and human resources and should be considered when structuring the management plans (Ojidos, 2017). As well as the costs, the full range of benefits of PPAs needs to be clearly understood and benefit sharing activities developed where feasible.

Principle 2.4: Management should be adaptive

All good management involves 'learning by doing' because uncertainty is common in ecological management, so that management interventions can produce unexpected outcomes (both successes and failures). This is particularly true given that future ecological conditions remain uncertain under climate change (Gross et al., 2016). PPA managers should take steps to understand how management actions will impact conservation targets, collect data on how targets have responded and modify future actions based on that learning. Such adaptive management aims to ensure that

practitioners incorporate reflection into action to enhance the practice of conservation and learning (Groves & Game, 2016).

Principle 2.5: Building a team should help develop PPA management capacity

Many small PPAs will have very few, if any, permanent paid staff who can focus full-time on management. However, management capacity can be built through engaging help from other PPA landholders, neighbours, volunteers, researchers or alliances with other institutions. In some areas, participation by indigenous peoples and local community members living in and around PPAs may be particularly important (see Boxes 2.6 and 2.11).

Principle 2.6: Information about PPA management should be communicated widely

Communications are important for all protected areas, but are particularly vital for many types of PPAs, such as those owned by NGOs with large memberships with whom they need to communicate. For-profit tourism providers in PPAs also need to market themselves, sometimes against stiff competition from more conventional holiday activities. Use of social media, for example, encouraging satisfied visitors to give endorsements, is one of the key ways of advertising.

- [Click here to read the full document.](#)

Announcements

PANORAMA

SOLUTIONS FOR A HEALTHY PLANET

Competence-based capacity development for effective MPA management

Western Indian Ocean – Certification of Marine Protected Area Professionals (WIO-COMPAS) is a competence-based approach to individual and organizational capacity development to address the problem of ineffective MPA management in the region, principally for the conservation agencies mandated with this task. To date it has certified 68 MPA personnel in 8 countries and has been integrated into the human resource management of 2 agencies, the Kenya Wildlife Service, and in South Africa, CapeNature.

Full article: [here](#).

More info on Panorama: [here](#).



WIO-COMPAS Assessors Heritiana Rahagalala and Domoina Rakotomalala oversee Level 1 WIO-COMPAS candidates doing their patrol reports during a Certification Assessment event in Salary, Madagascar, March 2013
© Lawrence Sisitka



Program Manager, Central Africa

Where? New York City, USA

Applications deadline: 31 May 2020

[>> Click here to access full job description <<](#)

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