



WILDTEAM®

PROGRAMME AND PROJECT PLAN

2020

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PROGRAMME PLAN

1 Introduction

This document outlines the 10-year (2015-2024 inclusive) Programme plan for WildTeam's work, designed to help achieve WildTeam's vision and mission. This Programme plan replaces previous versions of this document.

Box 1. Conservationist.

Anyone involved in conservation, including practitioners, trainers, donors, volunteers, students, consultants and academics.

The focus of this programme is to help fill the current skills gaps in the conservation sector. These skills gaps are present because the training currently available only covers a small proportion of the skills types that conservationists need to be effective in their work. For example, a conservationist may have become an expert in studying the ecology of bats at university, before starting a job in which she is expected to raise funds to support her work, lobby the government to change laws, carry out an awareness campaign with local farmers and manage a team of 5 staff. Each of these responsibilities will require its own distinct skill set (Rodríguez et al. 2006, Blickley et al. 2013, Elliot et al. 2018, Robinson et al. 2019). By helping to fill these types of skills gap, WildTeam will empower conservationists to have more impact on the biodiversity they care about. We will work to achieve this through best practice development, training, non-profit consultancy and creating a global community of conservationists. This Programme plan outlines the theoretical basis of the programme and is made up of a theory of change and monitoring approach.

2 Theory of change

The theory of change describes the programme's desired biodiversity, threat, behaviour and contributing factor results (Figure 1). The scope for this work is global wild areas, which we define as any terrestrial or aquatic area that contains wildlife (fauna and flora). In addition to the theory of change diagram, a description of each work package is provided in Table 1. The theory of change does not include the communications work packages and associated results relating to how WildTeam initially connects and engages with conservationists. That information is captured in a separate marketing strategy document.

Table 1. Description of work package contribution to results.

Work package	Description
D1 Project management	Internal project management activities to support WildTeam’s work, e.g. setting up and maintaining control processes, administrative processes and associated documents (WildTeam 2018).
D2 WildTeam best practice development	Development of WildTeam best practices, each comprised of a manual and supporting documents. The current WildTeam best practices are: <ul style="list-style-type: none"> • Project Management for Wildlife Conservation • Strategy Development for Wildlife Conservation • Delivering Training Workshops for Wildlife Conservation New best practices will be developed each year.
D3 Class-based training	Class-based training workshops in WildTeam best practices. These training workshops can be either open to all or restricted to staff from one organisation.
D4 Online training	Online training workshops in WildTeam best practices, delivered through self-learning video tutorials and expert-led live sessions with group exercises. These training workshops can be either open to all or restricted to staff from one organisation.
D5 Client best practice development	Development of client best practices, focused on a conservation topic such as human-wildlife conflict.
D6 Client process improvement support	Providing advisory and technical support to clients to improve their processes linked to such areas as strategy development and project management.
D7 Community building	Creating a global community of conservationists that work together to share and develop conservation solutions, and form collaborations on larger-scale work to address regional and global conservation threats. The community will be enabled through the development and maintenance of an online platform but will also include face to face meetings of members.

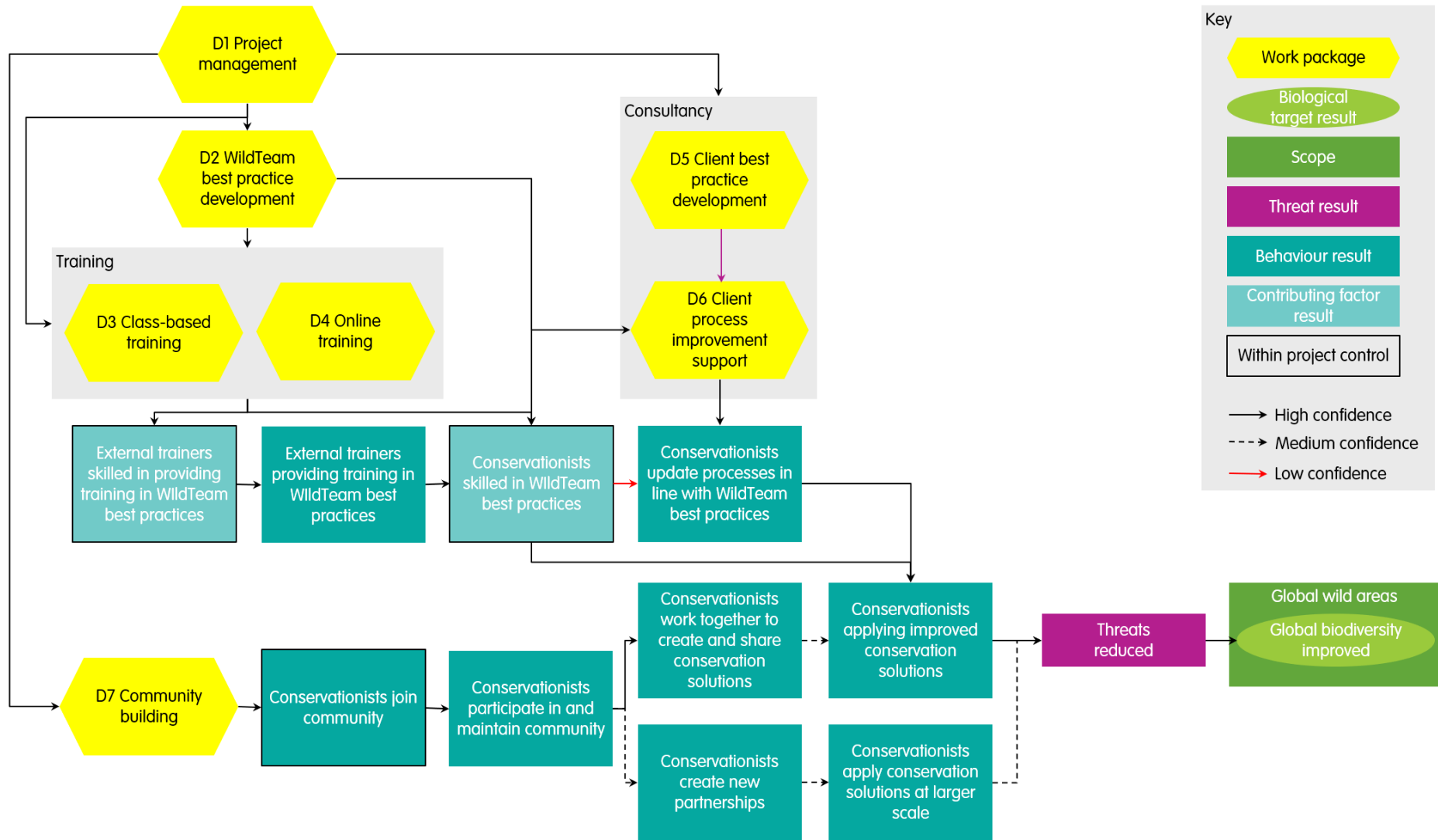


Figure 1. Theory of change.

3 Monitoring approach

The monitoring approach outlining the direct results we will use to measure the success of the programme is detailed in Table 2. The target indicator values for each of the programme years are detailed in Table 3. The monitoring approach outlining the wider results which WildTeam’s work will contribute to are documented in Table 4. No objectives are set for the latter, as they are outside of WildTeam’s control, but the monitoring of these results will help to show how the work is having its desired effect.

Table 2. Monitoring approach for results used as indicators of programme success.

Result	Objective	Tolerance	Indicator	Method
Conservationists skilled in WildTeam best practices	By end of 2024, a total of 2,270 conservationists are certified in WildTeam best practices	-67% +∞%	Number of new conservationists passing a WildTeam best practice exam	Review of exam results
External trainers skilled in providing training in WildTeam best practices	By end of 2024, 150 external trainers are skilled in providing training in WildTeam best practices	-50% +∞%	Number of external trainers passing a WildTeam training skills exam	Review of exam results
Conservationists join community	By end of 2024, 2,900 conservationists have joined the community	-50% +∞%	Number of conservationists registered as members	Assessment of online platform data

Table 3. Target indicator values.

Indicator	Target indicator value										Total
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
Number of new conservationists passing a WildTeam best practice exam ¹	0	0	50	90	180	250	320	390	460	530	2270
Number of external trainers passing a WildTeam training skills exam ²							10	20	40	80	150
Number of conservationists registered as members ³						100	400	600	800	1000	2900

Notes: ¹ The target indicator values from 2015-2019 were taken from the previous version of the programme plan. The addition of 70 new conservationists passing a WildTeam best practice exam each year is based on creating 1 new best practice each year from which we would develop and run 1 class-based course for 20 participants and 2 online training workshops of 25 participants each. ² The target indicator values were set based on 1 train the trainers course a year with 10-40 participants/course) from 2021-2023, then 2 train the trainer workshops/year from then on. ³ The target indicator values for the number of conservationists registered as members per year was set based on the growth of other communities such as WILDLABS.

Table 4. Monitoring approach for results used as indicators of the work’s wider affect.

Result	Indicator	Source of verification
External trainers providing training in WildTeam best practices	<ul style="list-style-type: none"> • Number of WildTeam best practice training workshops delivered by external trainers 	<ul style="list-style-type: none"> • Survey of external trainers certified in providing training in WildTeam best practices
Conservationists update processes in line with WildTeam best practices	<ul style="list-style-type: none"> • Number of conservationists reporting updating of processes in line with WildTeam best practices • Number of conservation teams passing WildTeam health check • Anecdotal reports of effect of updating processes in line with WildTeam best practices 	<ul style="list-style-type: none"> • Survey of conservationists certified in WildTeam best practices • Health check assessments
Conservationists join community	<ul style="list-style-type: none"> • Number of members⁷ • Number of countries represented by members • Number of organisations represented by members 	<ul style="list-style-type: none"> • Assessment of online platform data
Conservationists participate in and maintain community	<ul style="list-style-type: none"> • Number of viewers² • Number of active members³ • Number of regulars⁴ • Number of volunteers⁵ • Growth • Anecdotal reports of effect of participating in and maintaining community 	<ul style="list-style-type: none"> • Assessment of online platform data • Survey of members
Conservationists work together to create and share conservation solutions ⁶	<ul style="list-style-type: none"> • Number of conservation problems shared • Number of conservation problems solved • Number of conservation solutions shared 	<ul style="list-style-type: none"> • Assessment of online platform data • Survey of community members

Result	Indicator	Source of verification
	<ul style="list-style-type: none"> • Number of views of conservation solutions • Number of new conservation solutions created • Anecdotal reports of effect of working together to share and create conservation solutions 	
Conservationists create new collaborations	<ul style="list-style-type: none"> • Number of new collaborations formed with conservationists • Anecdotal reports of effect of creating new collaborations 	<ul style="list-style-type: none"> • Survey of community members
Conservationists apply conservation solutions at larger scale	<ul style="list-style-type: none"> • Km² of wild area that is the focus of new collaborative conservation efforts • Total \$ acquired by working together as a new collaboration 	<ul style="list-style-type: none"> • Survey of community members
Conservationists applying improved conservation solutions	<p><u>A. Applying WildTeam best practice solutions</u></p> <ul style="list-style-type: none"> • Number of conservationists reporting application of WildTeam best practices in last year • Number and distribution of wild areas where WildTeam best practice solutions have been used • Km² of wild area being better conserved due to the application of WildTeam best practices • Total \$ being more effectively spent due to the application of WildTeam best practices 	<ul style="list-style-type: none"> • Survey of conservationists certified in WildTeam best practices • Survey of community members

Result	Indicator	Source of verification
	<ul style="list-style-type: none"> • Total time saved as a result of applying a WildTeam best practice <p><u>B. Applying other conservation solutions⁷</u></p> <ul style="list-style-type: none"> • Number of other conservation solutions used • Number of members using other conservation solutions • Number and distribution of wild areas where other conservation solutions have been used • Km² of wild area being better conserved due to the application of other conservation solutions • Total \$ being more effectively spent due to the application of other conservation solutions • Total time saved as a result of applying other conservation solutions 	
Threats reduced	<ul style="list-style-type: none"> • Anecdotal reports on the effect of applying WildTeam best practice solutions to reducing threats • Anecdotal reports on the effect of applying other conservation solutions to reducing threats • Anecdotal reports on the effect of applying conservation solutions at a larger scale to reducing threats 	<ul style="list-style-type: none"> • Survey of conservationists certified in WildTeam best practices • Survey of community members

Result	Indicator	Source of verification
Global biodiversity improved	<ul style="list-style-type: none"> • Anecdotal reports of applying WildTeam best practice solutions to improving the status of biodiversity • Anecdotal reports of applying other conservation solutions to improving the status of biodiversity • Anecdotal reports on the effect of applying conservation solutions at a larger scale to improving the status of biodiversity 	<ul style="list-style-type: none"> • Survey of conservationists certified in WildTeam best practices • Survey of community members

Notes: ¹Member = someone who has completed registration process, ²viewer = non-member looking at site content, ³active member = member who has posted a discussion or response in the last month, ⁴regular member = active member for last 6 months, ⁵volunteer = member who carries out administrative duties on behalf of the conservation manager. ⁶A conservation solution is anything that helps solve a conservation problem (including new tools, methods, knowledge or approaches). ⁷Other conservation solutions = conservation solutions shared or created by members of the community.

4 References

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PROJECT PLAN

1 Introduction

This document outlines the Project plan for the ongoing Project 2 (2018-2020 inclusive) (Figure 3).



Figure 3. Arrangement of projects within programme.

This Project plan uses the same theory of change and monitoring approach as the Programme plan but provides additional information and clarification with respect to the project’s roles and the workplan of the current year’s milestones.

2 Roles

The organisational chart, detailing the roles and line-management of team members for this project, is shown in Figure 4.

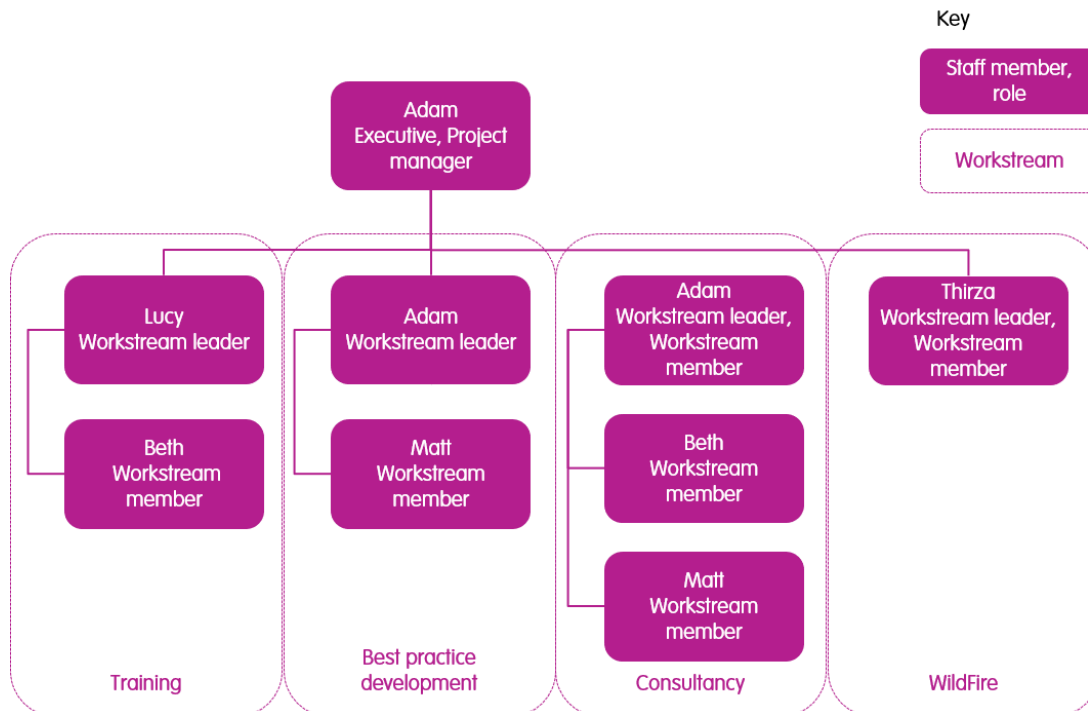


Figure 1. Project organisational chart.

3 Workplan

The workplan for the current year (2020) is shown in Table 5.

Table 5. Workplan for 2020.

Work package	Milestone	J	F	M	A	M	J	J	A	S	O	N	D
D1 Project management	2020 project tracker set up												
D1 Project management	Train the trainers infused into impact and funding model												
D1 Project management	Skills benefits survey complete - SDWC/PMWC												
D2 WildTeam best practice development	SDWC best practice updated												
D2 WildTeam best practice development	PMWC best practice updated												
D2 WildTeam best practice development	New best practice complete												
D3 Class-based training	Client 1 training complete												
D3 Class-based training	PMWC class-based training materials updated												
D3 Class-based training	SDWC class-based training materials updated												
D3 Class-based training	New best practice class-based training materials complete												
D3 Class-based training	3 class-based training workshops complete												
D4 Online training	PMWC online training materials updated												
D4 Online training	SDWC online training materials updated												
D4 Online training	New best practice online training materials complete												
D4 Online training	PMWC train the trainers online												

Work package	Milestone	J	F	M	A	M	J	J	A	S	O	N	D
	training materials complete												
D4 Online training	5 online training workshops complete												
D5 Client best practice development	Transboundary conservation lessons learned document complete												
D6 Client process improvement support	Client 2 work complete												
D7 Community building	Online platform set up												
D7 Community building	Online platform operational												
D7 Community building	Online platform small launch complete												
D7 Community building	Online platform big launch complete												
D7 Community building	Online platform annual report complete												



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