



DURRELL ENDANGERED SPECIES MANAGEMENT GRADUATE CERTIFICATE

DESMAN JERSEY



DURRELL
CONSERVATION
ACADEMY



BIAZA GOLD AWARD
WINNING COURSE

DICE
University of Kent

Durrell Institute of
Conservation and Ecology

COURSE OVERVIEW

The 12-week Durrell Endangered Species Management Graduate Certificate (DESMAN) course, is Durrell's flagship Jersey-based training programme for conservationists from around the world. Around a dozen conservation workers travel here to study and gain latest skills to maximise their effectiveness at managing or participating in conservation projects in their home country, or whilst working for their respective organisations. The training provides a broad range of current conservation theory, practical specific skills in endangered species management, and a range of transferable skills in conservation management, leadership communication and fundraising.

In 2021 the DESMAN course was awarded the first ever Gold Award in BIAZA's Professional Capacity Building category.



QUALIFICATIONS GAINED

DESMAN is a well-respected qualification recognised internationally by potential employers, NGO's and associations.

You will receive a formal 'Graduate Certificate' qualification from the University of Kent, which validates this course for Durrell.



“DESMAN was the best experience of my life. It covered the challenges and potential solutions of conservation in great depth and allowed me to develop my skills and understanding.”

DESMAN course participant, 2022



WHO IS IT FOR?

The course is suitable for candidates already showing great potential to become future conservation leaders. The DESMAN course is recognised as a Graduate Certificate and is intended for participants who have usually attained at least their first degree or have comparable experience of biodiversity conservation in the workplace.

To be eligible you must:

1. Be employed in the field of conservation or in teaching conservation-related topics at graduate or postgraduate level, or working towards such employment;
2. If employed, have the support of your employer and confirmation that, should you be selected, you will be returning to your place of employment after training;
3. You must be sufficiently fluent in English to follow technical presentations, read scientific papers, and write short proposals.

Please note that this is an intensive course with a considerable workload.

WHAT IS THE COURSE CONTENT?

The taught component of the course includes the following main topics:

- Biodiversity and drivers of species decline.
- Conservation planning and priority setting.
- The role of zoos in conservation and research.
- Small population biology and genetics.
- Principles of animal husbandry.
- Techniques for managing wild and captive populations.
- Research skills for species conservation.
- Population monitoring techniques.
- Ecosystem restoration.
- Education and awareness programmes.
- Fundraising, grants and financial management.
- GIS for ecological data.
- Team management and leadership skills.
- Facilitating meetings, discussions, and workshops.

HOW WILL YOU BENEFIT?

Drawing upon a variety of teaching methods, our training programme is designed to ensure you learn, practice, and feel confident in applying your new knowledge. We combine field visits with lectures from experts, improve written work, host debates, discussions, workshops, practice presentations and critical evaluations. Close mentoring from the Academy team ensure you will have access to excellent support for the entire training programme so you can be sure to achieve your best.

By the end of the course you will have learnt useful skills such as:

- ✓ population monitoring techniques.
- ✓ radio tracking.
- ✓ practical GIS and spatial analysis practices.

The course also covers the principles of:

- ✓ research design.
- ✓ data management and statistical analysis for conservation.

You will also get the opportunity to:

- ✓ work with the animal and veterinary departments and keepers at Jersey Zoo.
- ✓ learn practical aspects of care and maintenance of animals in a captive environment.

We also put considerable weight on the importance of transferable 'human skills' as these are all vital to conservation success. In this context you will learn about:

- ✓ working with people.
- ✓ understanding their needs and motivations, and trying to alter perceptions, attitudes and behaviours.
- ✓ management, leadership, running effective teams.
- ✓ communication skills.
- ✓ facilitating workshops with multiple stakeholder groups.



COURSE OUTLINE

Our DESMAN course delivers the three core areas of skills, knowledge and attitude required for conservation practitioners. It follows the requirements of the Global Register of Competences for Threatened Species Recovery Practitioners, published by the IUCN, a Durrell led production in partnership with Re:wild and the Species Survival Commission.

THREATENED SPECIES RECOVERY

A broad view of the major theories, methods and techniques required for recovering threatened species and rebuilding functioning ecological communities, learning and practicing how to apply them.

Theory and Practice of Threatened Species Recovery

- Understanding biodiversity. 3 days
- The role of captive animal management in species conservation. 2 days
- Conservation education. 2 days
- Community, livelihoods and conservation. 2 days
- Species conservation prioritisation and the IUCN Red List. 1 day
- Animal welfare and conservation. 1 day
- Conservation medicine. 1 day
- Key aspects of animal husbandry. 1 day
- Reintroduction. 0.5 days
- Conservation genetics. 0.5 days
- Ecotourism. 0.5 days
- Dealing with threats to biodiversity – invasive species, climate change, human-wildlife conflict, wildlife trade, emerging infectious diseases. 3 days

Practical skills for conservation

- GIS skills for conservation. 5 days
- Research design, data management and manipulation, statistical analysis. 2 days
- Population monitoring techniques - theory and practical methods. 2 days
- Scientific reading, writing and presenting skills. 0.5 days
- Questionnaire design for social and socio-ecological research. 0.5 days



“I loved every moment of this course! It covered the challenges and potential solutions of conservation in depth and allowed me to develop my skills and understanding.”

DESMAN course participant 2022



PLANNING, MANAGEMENT AND ADMINISTRATION

Learn how to establish systems and procedures to ensure effective, efficient and adaptive approaches to work.

- Planning and managing effective conservation projects. *5 days*
- Facilitating meetings, discussions, and workshops. *5 days*
- Basic project accounting and budgeting. *0.5 days*
- Marketing and social media communication for conservation. *0.5 days*
- Fundraising and grant-writing skills. *0.5 days*



“I really enjoyed this part of the course. It was good to learn not to immediately jump to solutions but to look in detail at threats and drivers in order to have more effective projects.”

DESMAN course participant 2022

GENERAL PERSONAL COMPETENCES

These important 'soft' skills will be developed through continuous application and topic specific taught modules.

- Leadership and team development. 4 days
- General facilitation and communication skills.
- Seeking and learning new information and skills.
- Actively participating in teamwork and collaborative activities.
- Prioritising workloads and completing tasks in a timely manner.
- Skills development task – your chance to spend time learning a specific topic of interest. 3 days

“Working with many people from at least 10 countries was amazing; you gain knowledge, leadership and management skills as you share insights from around the world.” DESMAN course participant 2019

COURSE ASSESSMENT

You will be assessed through the following:

- Written examinations
- Varied course work and assignments
- Observations during group work
- Oral presentations

COURSE LEADERS

In addition to Durrell's own expert staff, you will be taught by a wide variety of highly respected international experts brought in to give greater insight into specialist topics. Over 40 people help to deliver the training on this course.





Your connection to Durrell doesn't end when you complete your studies. At Durrell Conservation Academy we provide our graduates with access to continued professional and personal skills development opportunities, so you can continue working effectively. Alumni join a diverse and global community of conservationists, with shared goals and ambitions. You will have access to platforms that help keep you connected to the network and Durrell tutors, which encourages collaboration, the sharing of ideas and future innovation, and provides peer learning opportunities. Our alumni have access to:

- ✓ **Private social media message channel** (updating you on training, grants and internship opportunities)
- ✓ **Alumni newsletter** (inspiring stories, CPD opportunity, developments in conservation)
- ✓ **Professional development webinars** (provided by experts in their field including our diverse Alumni)
- ✓ **Access to a free online training and resource area** (library of resources, self-paced courses, forum chat rooms)
- ✓ **Regional group and cohort/class representatives**, to voice your support needs or these voluntary roles could be an opportunity for you to continue your leadership and facilitation skills development
- ✓ **Opportunity to win awards** for your project or cover CPD costs



“I realize I can make a difference for conservation and see the importance of investing in myself for my personal and professional development... The DESMAN course brought me a new springboard to success in my career. I became part of Durrell family and have gained new friends for life.”

DESMAN course participant

WHY SHOULD MY EMPLOYER SUPPORT MY ATTENDANCE?

There are countless examples of graduates who have returned to their own country inspired by their training experience in Jersey. Many have gone on to make incredible achievements in biodiversity conservation and improve the capacity of their organisation. This is one of the many reasons why employers actively encourage their staff to attend this course.

“EcosystemImpact was honoured to support the DESMAN course in 2022. DESMAN understands the unique and complex challenges that individuals and organisations face in saving our species from the brink of extinction. Thank you for the way in which you offer your support. It is practical and ambitious and will enable EcosystemImpact to expand and deepen our organisational and individual effectiveness – which is what we need in order to turn the tide & regenerate our planet.”

JANE DUNLOP
Founder and CEO, EcosystemImpact
Sumatra, Indonesia



“Lemur Love’s organisational mission is to Protect Lemurs. Empower Women. Further Science.” People, like Hoby and myself, often come into conservation careers as animal lovers, but with little experience implementing programs with humans. Conservation is very much about humans, and thus skills outside of those specific to animals are required. DESMAN is an excellent way for young conservationists to gain skills that are applicable to working with communities. We will be beyond proud to have helped develop our employees’ capacity as scholars and conservation practitioners!”

DR. MARNI LAFLEUR
Founder and Director, Lemur Love
Antananarivo, Madagascar



“The DESMAN course has had a major impact on producing conservation leaders here in Canada. Through Wildlife Preservation Canada’s New Noah program, more than 30 young conservation biologists have been able to participate in DESMAN and have gone on to manage recovery programs and contribute significantly to endangered species conservation here in Canada and around the world.

The DESMAN course is ideally suited as a foundational experience through its comprehensive look at all critical facets of conservation theory and more significantly how they relate to real world endangered species recovery projects. It is the perfect meeting of in situ and ex situ conservation. I believe there is no more impactful course out there in terms of its wide and far reaching global effect on conservation through the number and diversity of the trainees that have passed through the program over the years.

Having been a DESMAN participant myself in 1997 I also know first-hand how much it changed not only my career but my life as a conservation biologist. Participating in the course was the first time in my life I felt surrounded by people that believed in the importance and value of saving species from extinction. The experience, knowledge and new networks it created for me completely opened up my options and set me on my lifelong career in endangered species conservation for which I am eternally grateful.”

DR. LANCE WOOLAVER
Executive Director, Wildlife Preservation Canada
Ontario, Canada



VENUE AND ACCOMMODATION

The course will be held at Durrell Conservation Academy in Jersey, Channel Islands.

Durrell Wildlife Conservation Trust (Durrell) was established by the world renowned naturalist and author Gerald Durrell in 1963 with the primary aim of saving species from extinction. We now run 46 projects in 14 countries worldwide and have played a pivotal role in the recovery efforts for several species. Durrell Conservation Academy is located at the Trust's headquarters, Jersey Zoo.

In 1984 Gerald Durrell formally established the International Training Centre (now known as Durrell Conservation Academy) on Jersey as a form of "mini university" designed to equip conservationists from across the world with the animal management and critical thinking skills

required to bring species back from imminent demise.

Since this time the academy has taught around 6,500 people (both conservation practitioners and conservation students) from 153 countries. Our facilities include a 54 seat purpose built lecture theatre, two libraries, a computer lab and a classroom. There is 24 hour access to our computers and free Wi-Fi is available throughout.

You will stay in shared rooms in our accredited Hostel residence immediately adjacent to the Academy and right next to Jersey Zoo. Facilities include a TV lounge, dining room, where meals are served for course participants and a large garden.



COST AND BOOKING INFORMATION

The total cost including all course fees, course materials, fieldtrip costs, university validation fees, on-site accommodation, and all meals is £9,800. This also includes a weekly cash stipend of £20 given to participants. NOT INCLUDED are cost of travel to/from Jersey, visa costs, or travel/medical insurance costs.

If you do not have sufficient money to cover the above fee you will be required to state clearly upon application how much you can cover and where you expect to find the remaining funds.

We have a limited number of partial scholarships available to offer. Further information about these is provided during the selection process.

HOW TO APPLY

EMAIL your application form and CV to:
academy@durrell.org

Please outline what you hope to gain from the course and **if applying for a scholarship** you must include: an institutional letter of support from a senior member of staff (Director or equivalent), plus two references which should provide further information about your suitability for the course.

Please note: To be eligible you must meet the criteria previously outlined under WHO IS THE COURSE FOR.

CLOSING DATE: We welcome applications at anytime, however final closing dates per course are published online at training.durrell.org

There are two DESMAN courses per year starting in February and September.

Please state which course date you are interested in on your application.

**FOR FURTHER INFORMATION,
OR TO REQUEST AN APPLICATION FORM
PLEASE EMAIL
ACADEMY@DURRELL.ORG**



DURRELL

DURRELL WILDLIFE CONSERVATION TRUST

Durrell Conservation Academy, Les Augrès Manor,
La Profonde Rue, Trinity, Jersey, JE3 5BP

T +44 (0)1534 860037
E academy@durrell.org
W training.durrell.org

SAVING SPECIES FROM EXTINCTION