



# EMPOWERING EFFECTIVE CONSERVATIONISTS



CONSERVATION TRAINING STRATEGY 2020-2025  
DURRELL WILDLIFE CONSERVATION TRUST





# OUR BELIEF

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**FOR OVER 60 YEARS, DURRELL WILDLIFE CONSERVATION TRUST HAS BEEN AT THE FOREFRONT OF SAVING SOME OF THE WORLD'S MOST THREATENED WILDLIFE SPECIES.**

We know that the recovery of species and rewilding of ecosystems requires intensive, science-led programmes delivered on the ground and over the long-term. These programmes are led by talented, inspiring, and dedicated individuals, but they often receive little professional support and have limited access to vocational training.

We believe, to achieve their goals, that conservationists need greater access to higher quality, practical training in professional and technical skills. In addition, conservationists need long-term professional development opportunities to continue to grow as leaders and make a positive difference in conservation.

**CONSERVATIONISTS NEED  
HIGHER QUALITY AND  
LONGER-TERM TRAINING AND  
PROFESSIONAL DEVELOPMENT  
OPPORTUNITIES**

# THE CHALLENGE

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## THE PLANET FACES AN UNPRECEDENTED ECOLOGICAL CRISIS.

More than ever, we need effective nature conservation programmes and professional conservationists to save, and then recover, wildlife and ecosystems. To meet this challenge, conservationists need to be highly skilled and more knowledgeable, as well as adaptable and resilient.

**AS A PROFESSIONAL COMMUNITY,  
WE NEED TO WORK TOGETHER TO  
SHARE IDEAS AND EXPERIENCES,  
AND HELP EACH OTHER RISE TO  
THE BIGGEST OF CHALLENGES**







## OUR VISION

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**“A GLOBAL  
COMMUNITY OF  
CONSERVATION  
PROFESSIONALS  
REWILDING THE  
WORLD”**

Through our training, professional development, and mentoring support we want to enable conservationists to lead the recovery of threatened species and the rewilding of ecosystems more effectively. We want to create a community of conservationists with high knowledge and skill levels, who are willing to take risks to achieve bold and long-term visions. We want them to join a worldwide network of practitioners who support each other and share experiences and ideas.

**WE HAVE SET THREE AMBITIOUS  
GOALS TO REALISE THIS VISION.**

**BY 2025, WE WANT TO SEE:**

**50**

species-focused conservation  
programmes working more  
effectively

**500**

conservation professionals working  
more effectively in threatened  
species recovery

**1,000**

aspiring conservationists have  
been trained and provided with  
early career support

# OUR **APPROACH**

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**OUR NEW CONSERVATION TRAINING PROGRAMME, DIRECTED FROM OUR CONSERVATION ACADEMY IN JERSEY, IS BUILT ON THREE ELEMENTS WORKING TOGETHER TO ACHIEVE OUR VISION AND GOALS.**

## CONSERVATION **POTENTIAL**

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Practical teaching and training for aspiring conservationists through short courses and professional development internship programmes

## CONSERVATION **PROFESSIONALS**

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Long-term training and professional development programmes enabling conservation practitioners to work more effectively and achieve their goals

## CONSERVATION **PROGRAMMES**

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Supporting organisations and programmes to implement best practice through the adaptive management of conservation projects



## CONSERVATION POTENTIAL

Starting a career in professional conservation is not easy and traditional academic training does not fully prepare for the many vocational challenges ahead. To help tackle this, we want to provide at least 1,000 aspiring conservationists with practical teaching and on-the-job training. This involves BSc- and MSc-level training in conservation theory and practice at our Conservation Academy, and a new Professional Development Internship Programme to help graduates get on the conservation career ladder. These internships are located at Jersey Zoo or in the field in Mauritius, providing up to one year of intensive, hands-on experience and vocational training in threatened species recovery.

“I HAVE A GREATER AND  
SUSTAINED DESIRE TO GO  
OUT THERE AND REALLY  
MAKE A DIFFERENCE IN  
THE CONSERVATION WORLD  
- I HAVE NEVER HAD SO  
MUCH MOTIVATION AS  
NOW TO DO THIS”

**CHLOE HARRISON**  
ENDANGERED SPECIES RECOVERY  
COURSE 2018



# CONSERVATION PROFESSIONALS

Our approach for training conservation professionals is centred around competence: the combination of knowledge, skills, and personal qualities needed to be effective. At our Conservation Academy in Jersey and our Field Schools in Mauritius and Madagascar, we provide short and medium-length practical conservation training courses delivered by conservation and training experts, covering a range of technical and professional competencies.

Our flagship course is the Durrell Endangered Species Management (DESMAN) validated by the University of Kent. In 2020, we launched our Professional Development Programme for Conservation Managers, prioritising practitioners working in Durrell's priority regions or working in similar conservation contexts.

“ALMOST 40 YEARS HAVE PASSED SINCE I WENT TO JERSEY AND SOME OF THE THINGS I’VE LEARNED THERE ARE STILL INFLUENCING MY WORK.

IT IS THERE THAT I HAVE CREATED THE BASIS FOR ALL THE GOOD THINGS I HAVE DONE IN MY CAREER. IT GAVE ME THE TOOLS TO CREATE A REAL IMPACT IN THE CONSERVATION WORLD.”

**CLAUDIO VALLADARES-PADUA**

1982 DESMAN GRADUATE AND CO-FOUNDER OF THE INSTITUTE FOR ECOLOGICAL RESEARCH (IPÊ), BRAZIL









DR ROSEMARY MOORHOUSE-GANN RESEARCH COORDINATOR, MAURITIUS FIELD PROGRAMME

CONSERVATION PROFESSIONALS

## PROFESSIONAL DEVELOPMENT FOR CONSERVATION MANAGERS

Durrell's 40 years of experience delivering exceptional conservation training has allowed us to recognise the benefits of sustained learning. Our new Professional Development Programme delivers two years of bespoke training targeted at developing the professional expertise of conservation practitioners to become more effective in their roles. With the DESMAN course as the foundation to the programme, students are closely mentored and experience a blend of face-to-face teaching, online training, self-directed learning, and professional exchanges. Applied learning in their workplace will help these practitioners excel in their conservation careers and create long-lasting, positive change for some of the most threatened wildlife and ecosystems on Earth.

From 2021, we are offering Professional Development Programmes for Conservation Leaders and Women in Conservation.

“WHEN I WENT TO DURRELL IT CHANGED  
MY LIFE, IT INSPIRED ME AND IT MADE ME  
SEE THINGS QUITE DIFFERENTLY, IN A MORE  
PROFESSIONAL WAY.

I GOT BACK AS A NEW PERSON... SINCE THEN  
I BECAME PART OF DURRELL'S ARMY”

**IVAN LOZANO-ORTEGA**

DESMAN GRADUATE AND CREATOR OF THE BIOPARQUE  
LA RESERVA 1999



CONSERVATION PROFESSIONALS

## THE CARL JONES SCHOLARSHIP

Professor Carl Jones MBE is Durrell's Chief Scientist, Indianapolis Prize winner 2016, and self-declared disciple of Gerald Durrell. Carl has brought at least nine species back from the brink of extinction and, without him; the natural world would be a much poorer place. Training and inspiring the next generation of conservation leaders to build on his legacy is at the heart of Carl's work. We are proud to launch a conservation scholarship programme in his name to support the professional development of promising early career conservationists. Prospective trainees can apply to the Carl Jones Scholarship Programme, or a range of other scholarships, for financial support.



“THE CARL JONES SCHOLARSHIP HAS GIVEN ME AN INCREDIBLE OPPORTUNITY TO DEVELOP MY ABILITIES AND IMPACT AS A CONSERVATION PRACTITIONER. WE NEVER STOP LEARNING AND IMPROVING WHAT WE DO. DURRELL HAS TAUGHT ME THAT GOOD CONSERVATION IMPACT REQUIRES MULTIPLE SKILLS FROM USING SCIENCE TO HELP GUIDE DECISIONS TO BUILDING LONG LASTING PARTNERSHIPS BETWEEN PEOPLE AND ORGANISATIONS.”

**VANOUSHA PILLAY**

FIRST RECIPIENT OF THE CARL JONES  
SCHOLARSHIP 2020





PROF CARL JONES MBE DURRELL'S CHIEF SCIENTIST

# CONSERVATION PROGRAMMES

We have launched a new initiative, which harnesses our institutional expertise in the industry-recognised best practice of adaptive management of conservation projects. Durrell uses the Open Standards for the Practice of Conservation to manage all our programmes. This ensures we are continually monitoring, reviewing, and adapting our conservation interventions based on our results.

Our Conservation Effectiveness team has extensive experience applying the Conservation Standards to a range of conservation projects at different scales. Through workshop facilitation, training, and strategic planning support, we work alongside other organisations and programmes to help plan and implement strategies that deliver conservation impact.



“THE DESMAN WAS THE REAL EYE-OPENER TO CONSERVATION. IT MADE ME REALISE THE FULL DIMENSION OF WHAT I WAS INVOLVED IN. I ENCOURAGE ALL YOUNG MAURITIAN STAFF TO EMBARK ON A DURRELL COURSE WITHOUT HESITATION, KNOWING IT WILL BE A CORNERSTONE OF THEIR CAREERS, JUST AS MUCH AS IT WAS IN MINE.”

**VIKASH TATAYAH**

DESMAN GRADUATE 2000, CONSERVATION DIRECTOR OF THE MAURITIAN WILDLIFE FOUNDATION (MWF)







GRADUATE CASE STUDY

# GABRIELA REZENDE

Durrell graduate Gabriela Rezende is a great example of the positive impact that our training can have on the effectiveness of conservation practitioners. Gabriela is the Project Coordinator for the Endangered Black Lion Tamarin Programme run by one of the largest NGOs in Brazil, the Institute for Ecological Research (IPÊ). Gabriela attended the DESMAN course in 2013, following in the footsteps of 11 of her colleagues, including the cofounders of IPÊ. Since then, her programme has received recognition in 2015 as Best Conservation Initiative Award and she won the prestigious Whitley Award in 2020.

“THE DESMAN WAS AT THE BEGINNING OF MY CAREER AND IT WAS A GREAT OPPORTUNITY TO DEVELOP MY SKILLS.

I BELIEVE THAT PATIENCE, PERSISTENCE, THE SEARCH FOR KNOWLEDGE TO INNOVATE IN CONSERVATION AND LONG-TERM PARTNERSHIPS ARE THE KEYS TO SUCCESS”

# MEASURING **SUCCESS**

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## **OUR THEORY OF CHANGE DESCRIBES THE PATHWAY FROM AN INDIVIDUAL COMPLETING OUR TRAINING PROFESSIONAL DEVELOPMENT TO ACHIEVING CONSERVATION RESULTS.**

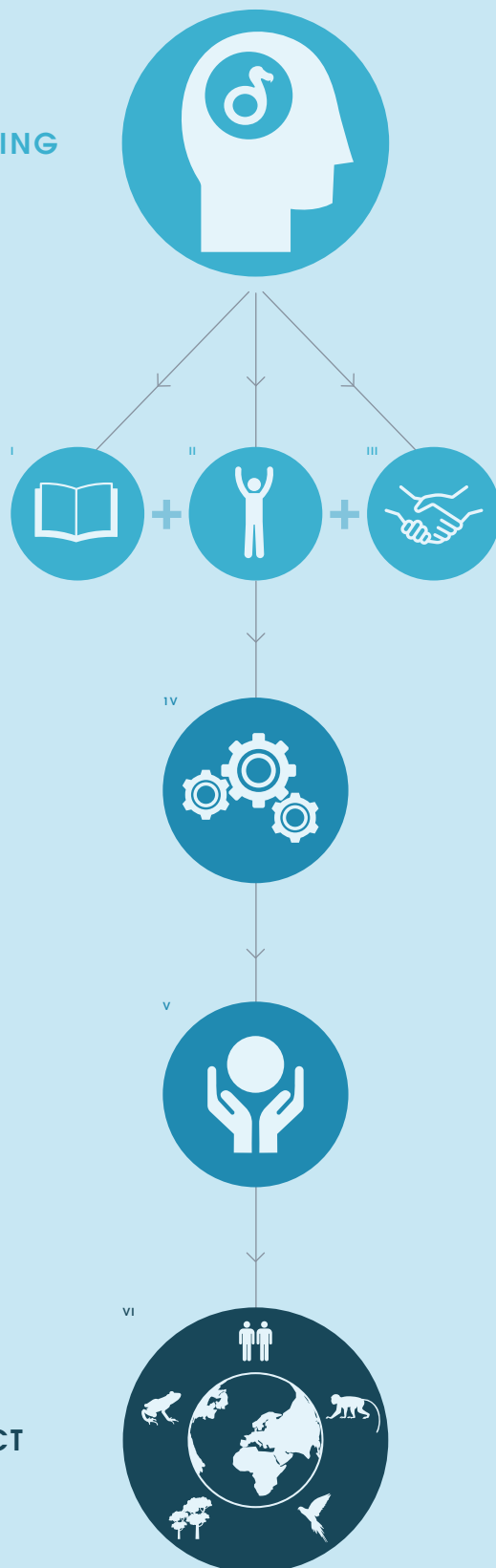
This allows us to measure to what extent our training is making an impact on the conservation effectiveness of those we train. We see significant increases in knowledge and skill levels in our trainees and, more importantly, marked increases in confidence to apply newly gained knowledge and skills.

Our training recipients also report significant increases in personal effectiveness and in self-confidence to overcome challenges, achieve positive results, and to make a difference in conservation.

**OUR TRAINING HAS A  
MEASURABLY POSITIVE IMPACT  
ON CONSERVATIONISTS AND  
THEIR ABILITY TO RECOVER  
SPECIES AND ECOSYSTEMS**



## TRAINING



## OUR THEORY OF CHANGE

### STAGE ONE

- I SKILLS AND KNOWLEDGE**  
Increased conservation knowledge and cross- disciplinary skills
- II MOTIVATION AND CONFIDENCE**  
Increased self-confidence and a drive to succeed
- III PROFESSIONAL NETWORK**  
Ongoing support from our worldwide network of staff and graduates

### STAGE TWO

- IV PERSONAL AND PROFESSIONAL EFFECTIVENESS**  
New resources applied and personal and professional progress made
- V EFFECTIVE CONSERVATION ACTION**  
New and improved conservation action implemented

### STAGE THREE

- VI SPECIES SAVED FROM EXTINCTION**  
Status of biodiversity improved, ecosystems rebuilt and people reconnected with nature



# OUR FACILITIES

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**DURRELL HAS BEEN TRAINING CONSERVATIONISTS SINCE 1977 AND WHILE JERSEY REMAINS OUR TRAINING HEADQUARTERS, WE INCREASINGLY RUN COURSES AND WORKSHOPS ONLINE AND AROUND THE WORLD.**

Durrell Conservation Academy, located alongside Jersey Zoo, has a purpose-built lecture theatre, library, computer suite and several other teaching rooms, supported by accommodation for up to 35 people.

Mauritius is our training hub for the South West Indian Ocean, where we build capacity for species conservation through a range of vocational training opportunities, drawing upon the successful species and habitat recovery programmes in Mauritius.

In Madagascar, we focus on building the competencies required by those involved in protected area management, closely complementing Durrell's 30 year in-country conservation programme.

Our online Learning Management System supports all our training. This platform provides our trainees with access to the latest training material and allows interactions with tutors and other experts. This system also enables us to track progress and provide bespoke support.



# JOIN US

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## **DURRELL TRAINEES ARE IMPACTFUL, EFFECTIVE, AND MAKE A MEANINGFUL DIFFERENCE TO THE HEALTH OF OUR PLANET.**

Considering the next steps in your career development is an exciting decision. By choosing Durrell, you will join a vibrant, diverse, and global community, benefiting from world-class conservation expertise. You will become part of the Durrell family, where we can work together towards our vision of a wilder, healthier, more colourful world.

**For more information on our training courses go to  
[durrell.org/training](https://durrell.org/training) or contact [academy@durrell.org](mailto:academy@durrell.org)**









# SUPPORT **US**

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## **WE NEED YOUR HELP TO BRING THE BRIGHTEST MINDS FROM AROUND THE WORLD TO DURRELL.**

Future success and fulfilled ambition should not be limited by lack of funds. Many alumni have only been able to attend the Conservation Academy thanks to scholarships funded by wonderful supporters, like you. By championing the students today, together we can support the conservationists of tomorrow and drive widespread change for nature.

**For more information on how to support Durrell's students please contact [paula.duff@durrell.org](mailto:paula.duff@durrell.org)**



DURRELL

**THE PLANET FACES  
AN UNPRECEDENTED  
ECOLOGICAL CRISIS.**

**BE PART OF A GLOBAL  
COMMUNITY OF  
CONSERVATION  
PROFESSIONALS  
REWILDING THE WORLD.**

**[WWW.DURRELL.ORG/TRAINING](http://WWW.DURRELL.ORG/TRAINING)**

**DURRELL WILDLIFE CONSERVATION TRUST** is a Registered Charity with the Jersey Charity Commissioner, registered charity number: 1  
**PATRON** HRH The Princess Royal **FOUNDER** Gerald Durrell, OBE, LHD **HONORARY DIRECTOR** Dr Lee Durrell, MBE, PhD  
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