



**WILDTEAM®**

# **PROGRAMME PLAN 2023-2032**

## Acknowledgements

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## **Background**

This Programme plan replaces previous versions of this document and outlines the 10-year (2024-2032 inclusive) Programme plan for WildTeam's work, designed to help achieve WildTeam's vision and mission.

## **Conservation strategy**

The current situation diagram (Figure 1) documents the problem we are going to solve. The planned change diagram (Figure 2) links our activities to the desired impact we want to achieve through this programme. The scope for this work is global areas, which includes terrestrial and aquatic areas. In addition to the planned change diagram, a description of each work package is provided in Table 1.

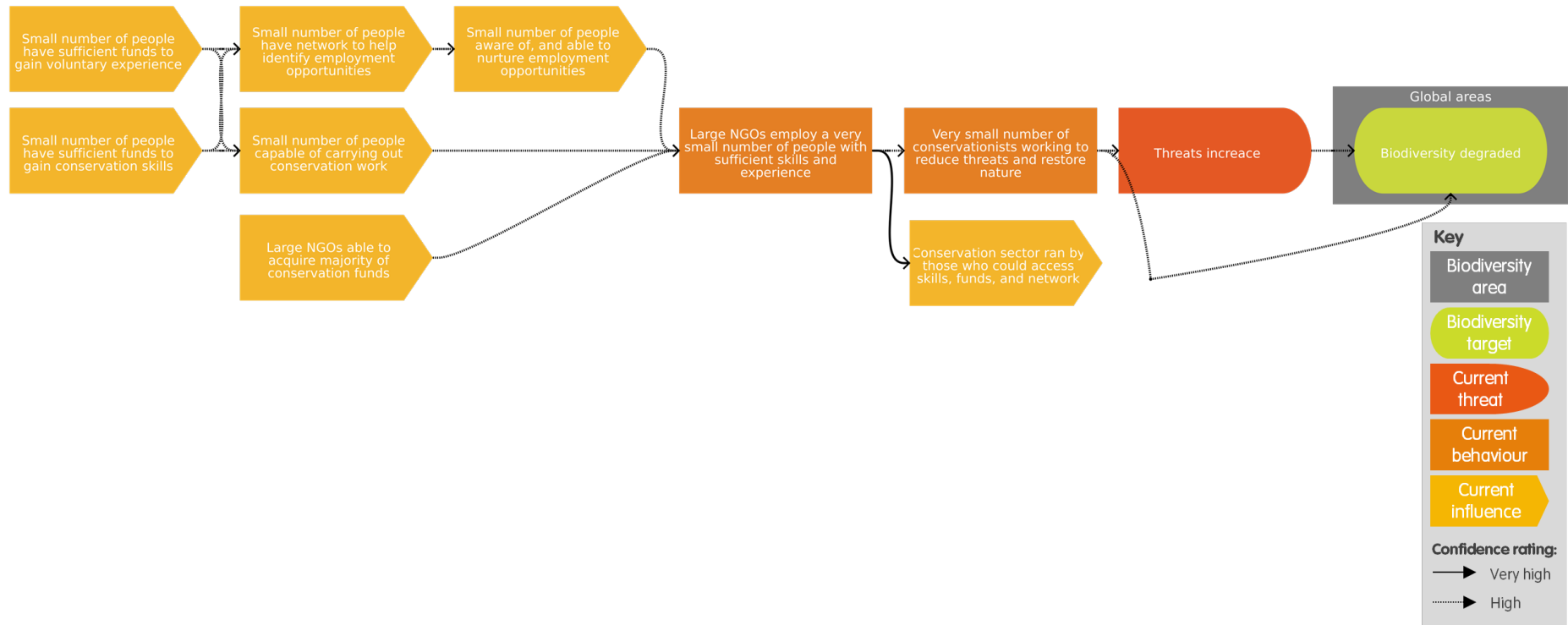


Figure 1. Current situation diagram.



**Table 1. Description of work package contribution to results.**

<b>Work package</b>	<b>Description</b>
Project management	Internal project management activities to support WildTeam's work, e.g. setting up and maintaining control processes, administrative processes and associated documents.
Best practices	Development of WildTeam best practices, each made up of a manual and supporting documents. Translation of best practices.
Training	Online and class-based training courses in a range of professional conservation skills, delivered through self-learning video tutorials and expert-led live sessions with group exercises.
WildHub	Creating a 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.
Conservation planning support	Consultancy support to conservation teams to help them create and strengthen their conservation plans e.g. programme plans and project plans.
Engagement	Raising awareness of WildTeam services to conservationists, focusing on those from disadvantaged backgrounds.
Bursaries	Providing training bursaries to those from disadvantaged backgrounds who cannot otherwise afford to cover the costs of their training.

## Monitoring and evaluation

The monitoring approach outlining the direct results we will use to measure the implementation success of the programme is detailed in Table 2. The monitoring approach for the indirect results we will use to measure the strategic success of the programme is detailed in Table 3. No objectives are set for the latter, as they are outside of project control, but the monitoring of these results will help to show how the work is contributing to the desired indirect impact. Target indicator value ranges for direct results in each programme year are listed in Table 4.

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

Result	Objective	Tolerance range	Indicator	Method
Increased skills of conservationists	By end of 2032, 10,000 skill certificates have been awarded	8,000-∞	Number of skill certificates issued  Number of conservationists passing training course exam  Number of organisations represented  Number of countries represented  Number of certified conservationists from disadvantaged backgrounds	Review of exam results
Conservationists join WildHub	By end of 2032, 11,000 conservationists have joined WildHub community	9,000-∞	Number of new conservationists joining community  Number of organisations represented  Number of countries represented	Review of community membership data

**Table 3. Monitoring approach for indirect results used as indicators of programme strategic success.**

<b>Result</b>	<b>Indicator</b>	<b>Method</b>
Conservationists able to progress their career	% of those reporting that a best practice and/or training course helped them to: <ul style="list-style-type: none"> <li>● Apply for more conservation jobs</li> <li>● Get more conservation interviews</li> <li>● Get a conservation job</li> <li>● Take on more responsibility at work</li> <li>● Get a promotion</li> </ul>	Annual online benefits survey
Conservationists apply more effective conservation solutions	Total conservation funds reported as being spent more effectively by applying WildTeam approach  Total km <sup>2</sup> of wild area reported as being managed more effectively by applying WildTeam approach	Annual online benefits survey
Conservationists feel confident to actively engage in WildHu	% of respondents stating that WildHub helped them keep their conservation knowledge up-to-date	Assessment of online platform data
Existing conservation solutions shared	Page views	Assessment of online platform data
Conservationists value WildHub	% of respondents agreeing that they feel valued in skills & talents by the WildHub community	Annual online survey of members



**Table 4. Planned indicator values for direct results in each programme year.**

Indicator	Cumulative target indicator value range										
	2022 <sup>1</sup>	2023	2024	2025	2026	2027	2028	2029	2030	2031	2031
Number of skill certificates issued	1,800	2,400	3,000	3,800	4,600	5,400	6,200	7,000	8,000	9,000	10,000
Number of new conservationists joining community <sup>2</sup>	3,000	3,500	4,000	4,800	5,600	6,400	7,200	8,000	9,000	10,000	11,000

Notes: <sup>1</sup> Baseline starting point as of end of 2022. <sup>2</sup>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.



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