

4.3 Presentation: Sustainability I – Incentives and career development of rhino conservation staff (Rob Brett – Programme Coordinator)

Background

- Need for Conservation Professionals in Rhino Range States (e.g. Pimm *et al*/Science 293; 21 Sep 2001)
- Commitment by authorities to professional development at all key levels
- Requirement for retention of skilled staff in Authority, particularly those experienced, with trainer/mentor value



Key Positions

- Scout - Tracker
- Senior Scout – Rhino Monitor – Research Assistant
- Ranger – Area/Assistant Warden
- Rhino Coordinator – Programme Specialist
- Senior Staff – Policy Level



Scout -Tracker

- Pay and Conditions
- Time on patrol/hardship, performance related incentives
- Recognition of field skills
- Home area and Family
- Career development in Scout cadre
- Clarity on future prospects within authority



Senior Scout/NCO –Rhino Monitor

- Pay and Conditions (e.g. compared with NGO/private sector)
- Experience in Rhino Monitoring/Management Operations
- Formal training/instructor skills
- Leadership
- Recognition of skills by authority in terms of improved conditions and career prospects
- Recognition as national trainer 'roving' resource
- Potential for regional work as specialist trainer
- Clarity on future within authority



Ranger – Area/Asst Warden

- Pay and Conditions (e.g. compared with NGO/private sector)
- Experience in Management of Sanctuary/IPZ/Conservation Area
- Formal wildlife management qualifications
- Leadership and Staff Management
- Promotions prospects within authority
- Recognition of skills by authority in terms of improved conditions and career prospects
- Clarity on future within agency

