



WWF-Amano Fellowship 2027

Nomination Brief for WWF Country Offices



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Overview of the Fellowship

A Global Digital Mentorship
Platform for Emerging
Conservation Leaders



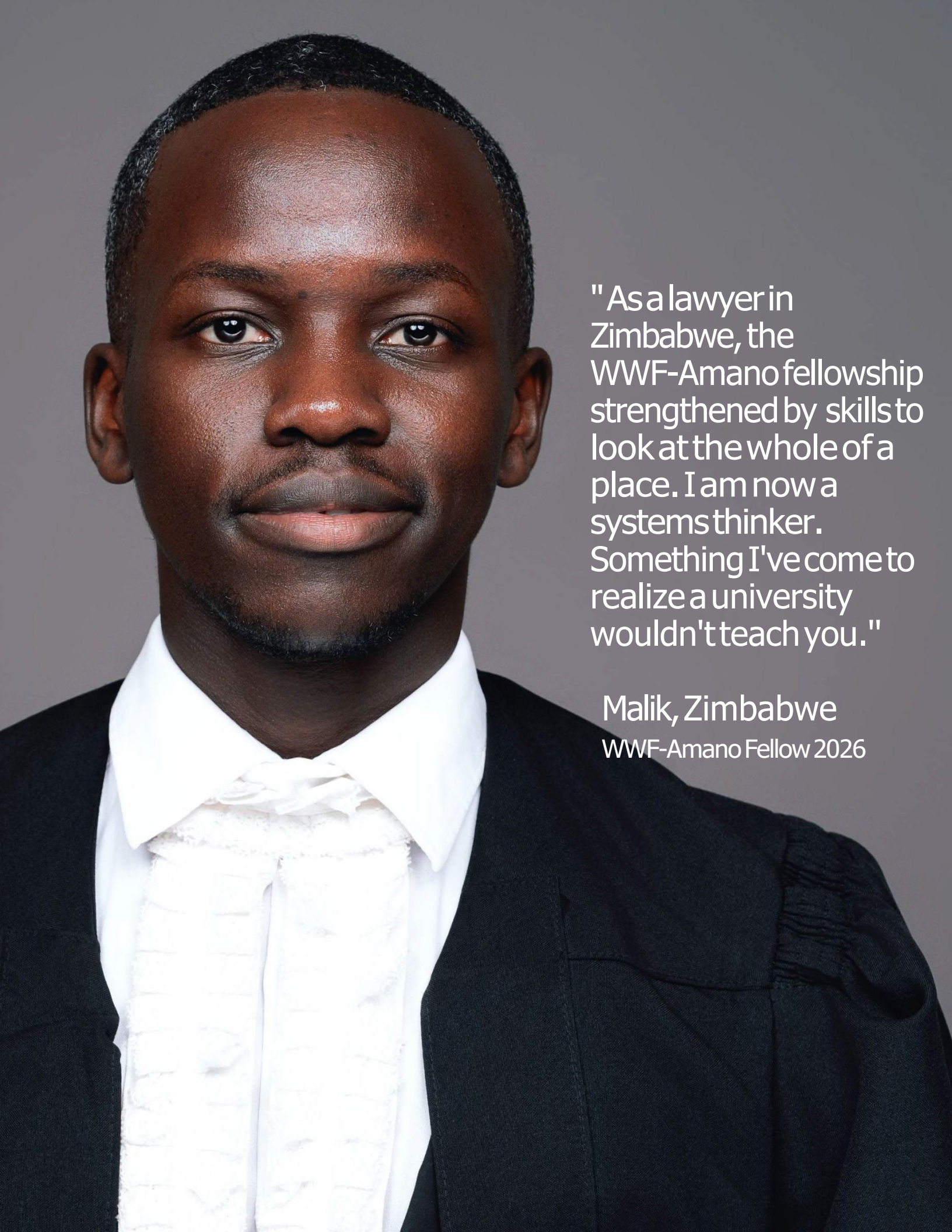
The WWF-Amano Fellowship is a nine-month global leadership development programme for personal and professional growth, delivered through mentorship, coaching, training led by industry experts, and digital connection across a vetted global community.

It is built for emerging leaders in conservation and allied fields, including practitioners rooted in local, rural, and Indigenous communities whose knowledge shapes conservation practice on the ground, and it connects them to senior executives from industry, government, civil society, and international organisations in an exchange that runs in both directions.

The Amano So model emphasizes:

- **Group Mentorship:** exclusive problem-solving between accomplished conservation professionals, sector leaders, and emerging frontline leaders.
- **Personalised one-on-one coaching** that meets each fellow where they are, not where a curriculum assumes they should be
- **Monthly virtual workshops led by practitioners** from business, government, civil society, and international organisations who bring live problems into the room rather than finished case studies
- **Professional-development plans** built around the specific ambition a fellow is working toward, revisited as that ambition sharpens
- **Access to a cross-border network** of curated peers, mentors, and practitioners who stay reachable long after a session ends
- **Continued collaboration through Amano's digital platform**, which holds the thread between sessions

Growth is tracked against a defined instrument rather than inferred from participation. Fellows are assessed against the Amano Leadership Index across six dimensions at baseline, mid-point, and year-end, with independent observer verification.



"As a lawyer in Zimbabwe, the WWF-Amano fellowship strengthened by skills to look at the whole of a place. I am now a systems thinker. Something I've come to realize a university wouldn't teach you."

Malik, Zimbabwe

WWF-Amano Fellow 2026

The Fellowship Experience

Structured Leadership Development



A hallmark of the Fellowship is its thoughtfully structured experience, designed to foster personal and professional growth, innovation, and connection at every step. Over nine transformative months, fellows experience a rich tapestry of activities, experiences, and support—all geared toward building their leadership in conservation and allied fields (allied fields can include communication, advocacy, education, policy).

Key Elements of the Fellowship:

Small, Curated “Huts”

- Fellows join intimate groups of 8-12 peers, called Huts, carefully matched to encourage mutual learning and support between emerging professional and industry experts.
- Each Hut is facilitated by an experienced mentor with deep expertise in conservation and leadership development.
- Huts ensure every voice is heard, and all perspectives are valued.
- Dedicated time for facilitated discussions, problem-solving, and sharing progress.

Month Expert Speaker Series

- Industry experts from business to conservation deliver tailored sessions in a live engaging digital space
- Sessions tackle current challenges, leadership dilemmas, and sector innovations.
- Participants co-create solutions to sector problems.
- Celebrate successes and navigate setbacks—all with the backing of a global community.
- Sessions designed to facilitate meaningful relationships, spark collaborations, and open doors to new opportunities.

Skill-Building Workshops

- Practical sessions led by expert speakers and trainers.
- Topics include transformational leadership, strategic communications, decision-making, project scaling, policy engagement, and personal well-being among others.
- A supportive, active digital platform for fellows to connect outside of sessions, ask questions, and share resources.



Frequently Asked Questions

Your Guide to Nominating the most
Talented Emerging Leaders

Navigating the nomination process and understanding the WWF-Amano Fellowship’s offerings is simple yet intentional- with clarity at every step. Below, common queries are addressed to assist potential nominees, WWF offices, and interested supporters.

Who is eligible to be nominated?

Eligible nominees include:

- Emerging leaders (21-30 years old) in conservation or related fields such as advocacy, communications, policy, community organizing, sustainability entrepreneurship or fundraising.
- Those who demonstrate sustained measurable impact—either by leading projects, raising awareness, mobilizing communities, or facilitating knowledge exchange.
- Eligibility extends beyond conservation practitioners to include anyone who has played a substantive role in boosting conservation visibility or empowering their communities.

Note: Commitment to learning, openness, collaboration, and fostering support among peers is essential.

What does “tangible community impact” mean?

Tangible community impact refers to actions a candidate has initiated or led to improve conditions for people and nature. This may include organising a local conservation initiative, influencing policy, educating communities, restoring ecosystems, conducting research, leading advocacy campaigns, developing sustainable livelihoods, or creating other measurable improvements.

How long is the fellowship?

The Amano So Fellowship runs for nine months, with fellows committing to regular group sessions, digital engagement, and one-on-one mentor meetings. The 2027 Cohort nominations are expected to kick off in August 2026 and run until September 30, 2026. Amano will conduct interviews with the shortlisted candidates in October and November before announcing the selected cohort in December 2026. The orientation and onboarding will take place in January 2027, and the official cohort kicks off in the first week of February 2027.

What commitments are expected from fellows?

- Active participation in monthly sessions, workshops, and peer mentoring.
- Adherence to Amano So’s code of conduct, emphasizing respect, openness, and inclusivity.
- Willingness to share experiences and support cohort members, building a nurturing, global community.



Can prospective fellows apply directly?

- The first stage is managed through participating WWF country offices. Candidates must initially be nominated by an eligible office.
- Shortlisted candidates will then be contacted directly and invited to:
 - Attend a virtual interview
 - Complete a short candidate form
 - Explain their motivation for joining the Fellowship
 - Complete a baseline leadership self-assessment and code of conduct
 - Provide consent regarding the use of their name, image, and story

Is the Fellowship 100% Virtual?

Yes. The Fellowship is delivered 100% virtually and conducted in English.

Fellows are expected to attend scheduled sessions, workshops, community meetings, and other required programme activities.

Is there any participation fee?

WWF International covers the cost of participation for selected Fellows. Selected fellows are not charged a participation fee. They are expected to attend all fellowship sessions and actively contribute to make the best out of the experience.



What is the selection timeline?

- Country Office Nominations open: 1 August 2026
- Country Office Nominations close: 30 September 2026 at 11:59 p.m. CET
- Candidate interviews: October and November 2026
- Cohort announcement: December 2026
- Orientation: January 2027
- Programme begins: First week of February 2027



Nomination Best Practices 2027

WWF Country Offices are at the heart of the Fellowship's success. Selecting the right candidates ensures each cohort is diverse, engaged, and ready to contribute.

Key Nomination Guidance

- Prioritise early and mid-career leaders typically aged 21 to 30 with clear leadership promise and a record of delivery, whether in direct conservation work or in supporting roles such as advocacy, communications, policy, or fundraising.
- ***Prioritise candidates rooted in local, rural, and Indigenous communities.*** Leaders working from within the places conservation depends on bring knowledge the Fellowship is built to draw on, and their participation is central to the model rather than an addition to it.
- Look for evidence of inclusivity and peer support. Strong nominees learn from others, foster collaboration, and are ready both to receive guidance and to offer it.
- Ensure diversity. The Fellowship is open to all emerging leaders, and country offices are encouraged to make particular ***effort to surface young women from underserved or historically marginalised communities, including Indigenous and rural women.***
- Clarify expectations. Nominees should understand the time commitment and the depth of engagement the programme asks for.

Recommended Outreach Practices

- Emphasise what the programme offers: personal and professional leadership development, global exposure, workshops with sector experts, and access to a vetted international community.
- WWF International covers the full cost of participation, so no emerging leader carries a personal financial burden for the nine-month programme. The Fellowship is delivered in English and is fully virtual.

Join the Community

Be part of a new generation of
transformational leaders

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