WWF Namibia’s Country Director, Juliane Zeidler, reflects on the performance reviews

Performance reviews are important for building an effective and happy team. We value the amazing contributions of each team member and want to support everyone in their own journey of career building and talent grooming.

WWF’s 4Cs approach focuses on current and future performance and development, with managers and employees discussing achievements through the lens of the 4C model:

- **Contribution**: How has my work made a positive impact on WWF and its mission, vision, and/or goals?
- **Competencies**: Which specific skills have I leveraged that led to successes and/or could bring future benefits to WWF?
- **Collaboration**: How have I developed new relationships and/or worked together with others to bring about positive results?
- **Career**: What are my short- and long-term career interests and how do they align with WWF’s needs?

The goal is to create an environment that supports employees in their development and aligns their contributions with achieving WWF’s mission.

**Integrated Wildlife Protection Programme**

15 - 16 June 2022

The Ministry of Environment, Forestry, and Tourism hosted the first National Stakeholder Forum on Wildlife Conservation and Law Enforcement in Windhoek. The objective of the forum was to provide an update on the implementation status of the action plan of the Revised National Strategy for Wildlife Conservation and Law Enforcement and to identify implementation support needs, technical challenges, and opportunities to reduce wildlife crime in Namibia; and to promote collaboration and coordination among ministries, stakeholders, donors, and implementing partners in improving law enforcement to curb wildlife crime.

A wide range of stakeholders participated, including line ministries such as the Ministry of Justice including the Office of the Prosecutor General, the Ministry of Home Affairs, Immigration, Safety and Security, the Namibian Defence Force, sector NGOs, donors, and community representatives. The Honourable Minister Pohamba Shifeta addressed the participants in a passionate opening speech focussing on the value of thriving wildlife for the national economy. The Forum was well received, and participants expressed a desire for follow-up events of the same nature.
RISE call for proposals on Gender-Based Violence and the Environment

7-8 July 2022
Research from the International Union for Conservation of Nature (IUCN), conducted under its partnership with the United States Agency for International Development (USAID) on Advancing Gender in the Environment’s Gender-Based Violence and Environment Linkages Center demonstrates that gender-based violence (GBV) and environment issues are interlinked and require focused attention and action.

The Resilient, Inclusive and Sustainable Environments (RISE) grants challenge is a direct response to this need. RISE will support evidence-based strategies to address GBV in environment and climate-related programmes in ways that improve rights-based, gender-responsive, socially inclusive conservation, climate action and sustainable development.

WWF and our partners, NACSO, Namibia Development Trust, the University of Namibia, Regain Trust, and the Natural Resource Working Group, had a working session to explore these issues and develop a proposal to examine Gender-Based Violence, environmental linkages, and smart partnerships in the CBNRM programme. The proposal focuses on two regions (Ohangwena and Kunene North) as these areas have a high number of GBV cases.

Game Count

Mid-July
The Natural Resource Working Group and WWF participated in the annual Nyae Nyae conservancy game count. The count consists of at least 150 walking line transects (with some lines amounting to 20 km in length). As in other years, there were good sightings of wildebeest, elephant, gemsbok, and other plains game. Data from the count will be compiled and analysed within the next month.

Climate Crowd Project

10-17 July 2022
Namibia is one of 30 countries working with communities and local NGOs to collect and analyse data on climate impacts to communities. Data was collected in November 2021 and community feedback sessions were held at Pashu and Mjolo wards in the Binga District, Zimbabwe, and Muyako (Salambala Conservancy) and Omega 3 (Bwabwata National Park) in Namibia. From the data gathered and presented, communities learned that the major changes in weather and climate conditions that the majority noted were decreased rainfall, changes in rainfall seasonality, and increased temperatures.

Communities were grateful for the feedback, as some projects do not revert to them with findings. The next steps are to co-design and co-create project interventions that will help communities build resilience to climate change, focusing on increasing water security, climate smart agriculture, alternative livelihoods, and reducing human wildlife conflict. Sigrid Nyambe attended the African Protected Areas Congress and showcased Namibia’s work with the Climate Crowd Project.
The Africa Protected Areas Congress, reflections from Ingelore Katjingisiua, WWF Namibia’s CBNRM Business and Conservation Finance Manager

19-23 July 2022

The first African Protected Areas Congress (APAC) took place in Kigali, Rwanda. It was also a first for me to be in Rwanda so that was a great experience.

I enjoyed the energy and spirit of doing things together and getting things done. I liked the different sessions that you could follow and attended the one on sustainable and innovative financing most of the time. It was interesting to hear about the different tools that are being piloted in African communities and protected areas. It helped to open my mind to different possibilities and for us as Namibians to learn from others.

I was part of the Conservation Leaders panel. It was a great experience to share my story. We sometimes take for granted the people who had an impact on where we are and how we turned out, so it was good to reflect on what has shaped us and relay that in a way to inspire others to continue their work in conservation and communities.

One of the main things that came out of different presentations and even during the opening and closing speeches at APAC was the idea of conservation for impact by putting communities at the centre.

This is something Namibia has done well but we can do better, especially in terms of streamlining benefits that reach all community members helping to ensure that conservation remains a valuable land use option.

Some key messages from APAC:

- Integration between ministries is key to successful conservation
- People should be at the centre of all conservation activities (IPLCs & Youth)
- It is critical that we put a value on nature and that all solutions we develop meet the needs of the people on the ground.
- Taking into consideration the rate at which we are losing biodiversity, we need better pilots that are at scale.

Rhino Custodian Workshop

20 July 2022

Twenty-four free-hold custodians, 14 communal custodians, 12 NGO/ supporting organizations, and 13 government officials from the Ministry of Environment, Forestry, and Tourism participated in a successful Black Rhino Custodian Strategy Workshop.

The purpose of the workshop was to review the current draft version of the Black Rhino Custodian Strategy and provide input on the objectives. The feedback from this workshop will be evaluated and added to the final strategy that will hopefully be approved and published next year in line with the 30-year anniversary of the Black Rhino custodian program and from when the first black rhino was relocated from Etosha National Park to a free-hold farm. This workshop was sponsored by INL, and WWF Namibia facilitated the logistical arrangements for the Ministry of Environment, Forestry, and Tourism.
In preparation for the 2022 KAZA Elephant Survey, a training and evaluation workshop, coordinated by the KAZA Secretariat, was held in Kasane, Botswana.

Russell Taylor from WWF participated in calls, planning, review, and communications discussions prior to the workshop, and together with Shereen Pieterse (WWF Namibia Aerial Survey Grants Manager), attended and contributed fully to the workshop.

The workshop provided the key outcome of building the aerial survey capacity expected by the partner states (Angola, Botswana, Namibia, Zambia, and Zimbabwe).

Some 54 participants with varying levels of knowledge, skills, and experience in aerial survey from the five KAZA partner countries received training that covered 4 modules - aerial survey sampling practice; species identification; data capture, and First Aid.

In addition, participants were eye tested for visual acuity, and were introduced to the Aerial Survey Game originally used in CAMPFIRE for teaching communities understanding of aerial survey, which they grasped with ease.

Participants were also introduced to the Modernising Wildlife Survey (MWS) technology that includes cameras and laser altimeters mounted on aircraft wing struts. The survey will be undertaken by two contracted aerial survey companies and is due to commence in mid-August.

Russell Taylor was the WWF representative for media interviews that took place on 19 July 2022.

Read more here:
The Future of Namibia’s Forests

20 July 2022

Namibia is largely a desert country. We have little forests therefore we need to conserve the little we have. A national conference on ‘The Future of Namibia’s Forests – Sustainable Forest Management as Key to Unlock its Potential’ took place in Windhoek, where Elia Mvula attended on behalf of WWF.

The conference’s objective was to discuss the importance of forestry and promote Forestry Sustainable Management with the three sustainability pillars 1) environmental vitality, 2) economic growth, and 3) social welfare, to ensure sustainable utilization of forestry resources. Emphasis was given on the need for local community involvement in the management of forests and the need for a balance between forest product demands and benefits to people while conserving biodiversity.

Northeast bi-annual conservancy meeting

20-21 July 2022

Patricia Skyer, Melvin Lisao, and Clarence Maungulo attended the Northeast bi-annual conservancy meeting held in Mayuni Conservancy at Kongola, Zambezi region. The conservancy bi-annual meeting is a platform where conservancies and their support partners come together to share lessons and discuss and propose solutions to challenges that affect their operations.

The July 2022 bi-annual meeting included conservancies from Kavango East and West as well as the KAZA TFCA transboundary community forum members, Samalaha from Zambia, ACADIR from Angola and Cheetah Conservation Fund from Botswana, who were invited to learn and share their experiences.

Cross-cutting challenges that emerged were increased subsistence poaching, settlements in wildlife corridors, and financial constraints in conservancies. The WWF team seized this opportunity and presented WWF programs aimed at complementing conservancy efforts and CBNRM in Namibia and KAZA landscapes. Patricia Skyer shared an update on the Namibia for Life (N4L) Project Finance for Permanence (PFP) initiative. She then introduced the team from Business Financial Solutions (BFS) who will be conducting an assessment to explore the potential for and make specific recommendations regarding green socio-economic development investments, to inform the development of the Socio-economic Development component of N4L.

Melvin Lisao provided a synopsis of the USAID-CWCP program and its effort against wildlife crime in Namibia and KAZA-TFCA and suggested that ongoing WWF coordinated programs such as IWPP might be in a better position to support anti-poaching efforts going forward. Clarence Maungulo presented the achievements and progress of the Integrated Conservation Planning Project for the Zambezi Region, which is aimed at taking the 4 Returns approach to supporting a connected, resilient, and economically viable conservation landscape for people and nature in the Zambezi Region.

Photo of the Month

Can you spot the hunter? By Matthew Walters