



## UN Environment Caribbean Environment Programme (UNEP-CEP)

### CaMPAM Expert Group

*April, 2018*

#### **Background**

The Caribbean Marine Protected Area Managers Network and Forum (CaMPAM) is recognized internationally for its success in strengthening management capacity of marine protected areas (MPAs) throughout the Wider Caribbean. In particular, three tools have contributed to this success: 1) the **Training of Trainers on MPA Management** program (composed of a regional course every 2-3 years followed by local training activities), 2) the **Small Grant Program** (financial support with technical assistance that have ranged from US\$5,000 to US\$220,000 per project) and **CaMPAM List**, a circulation mail list that distributes personal and institutional messages on a variety of subjects related to marine conservation and area management posted by members and the moderator. This list reaches CaMPAM's ca. 1,000 members.

In 2013, CaMPAM developed a mentorship program to test a new tool: the one-to-one training (mentor-mentee) between mature, skilled MPA managers and young, less experienced ones in need of training. After training a small selected group of MPA managers to be mentors, launching a call for application and selecting a few mentor-mentee exchange projects, it was apparent that the impact on the mentee capacity and skills development did not justify the high cost of this program. The program was discontinued but key lessons were learned, namely that mentors can be used more rationally by integrating senior level professionals into **expert group on MPA science and practice that is committed to collaborate in an *ad hoc* way to support to CaMPAM activities.**

#### **Creation and composition**

In 2017, a group of professionals with experience in marine conservation science and practice were invited to join CaMPAM Expert Group. These professionals represent different areas of expertise, subregions, languages, institutional affiliation. In addition, these individuals have demonstrated commitment to support a wide range of CaMPAM activities over the last 15 years.

Many of them are alumni of the Training of Trainers on MPA Management program, and most have participated enthusiastically and effectively in CaMPAM activities as project and exchange coordinators, course lecturers and project reviewers, among other activities.

## Cultural background and areas of expertise

- **Countries of residence.** CaMPAM Experts reside/work in 15 different countries or territories: The Bahamas, Barbados, Belize, Canada, Colombia, Cuba, Dominican Republic, Dutch Caribbean, Grenada, Jamaica, Mexico, Puerto Rico, St. Lucia, Venezuela, United States of America.
- **Skills.** The composition of this expert group covers a range of different expertise in marine protected area management practices in the Caribbean, both at site and national levels. Most experts also speak the two main languages in the Caribbean: Spanish and English (most Dutch residents and most French managers and scientists speak English). Twelve (12) members are skilled MPA managers and technical staff with more than 10 years of experience, most of them at the site level but also at the national level; 10 are coordinators of programs for strengthening Caribbean MPAs; 9 are researchers or have an academic background on subjects related to MPAs, and work as educators of MPA practitioners or in college environmental programs; 18 are bilingual (English and Spanish) and 2 speak Dutch.
- **Academic degrees.** Almost all CaMPAM Experts have at least Masters Degrees. 13 hold Ph.D. Degrees on environmental sciences and have applied their knowledge in advancing marine conservation and MPA management effectiveness.
- **Contribution to CaMPAM.** Eight members are alumni of CaMPAM Training of Trainers program, 9 have served as instructors and 7 as coordinators, and 12 have led projects in collaboration with CaMPAM. All have enthusiastically contributed to CaMPAM activities.

## Objectives, rules of engagement, and duties

CaMPAM Experts have agreed to assist CaMPAM with the following:

1. Review project proposals and reports, and strategic documents.
2. Provide *ad hoc* advice to the SPAW Subprogramme and CaMPAM, as needed.
3. Coordinate specific activities and small projects on a contract basis, if required and as appropriate.
4. Translate messages sent to CaMPAM List to other languages, as needed.
5. Assist the CaMPAM List moderator during her/his absences.
6. Serve as instructor or coordinator in regional and local courses on a contract basis, if required and as appropriate.
7. Populate the CaMPAM MPA Database for their related sites.
8. Become active CaMPAM List contributors.
9. Represent CaMPAM in international meetings as needed

Experts have also agreed on the following rules of engagement:

1. Membership is voluntary.

2. Membership is personal, not institutional, and is based on the individual's expertise and his/her collaboration record with CaMPAM.
3. Work of the expert group will be coordinated by the CaMPAM Coordinator.
4. Activities that require substantive investment of time and effort may be compensated through a contractual agreement, if required and as appropriate.
5. When needed, one, a few or all members will be contacted by CaMPAM Coordinator to provide their support on an *ad hoc* basis. We can take advantage of members' attendance at international meetings to have a group exchange.
6. Members of the Expert Group will be acknowledged by the UN Environment-Caribbean Environment Programme, the SPAW Regional Activity Center and CaMPAM, announced through CaMPAM List, and published in their websites with a short biography.
7. This group will replace the Mentor Team.