

SADC TFCA NETWORK

Investing in People, Nature and Partnerships

ANNUAL MEETING 2026

9 - 13 NOVEMBER 2026

SKUKUZA KRUGER NATIONAL PARK

GREAT LIMPOPO TRANSFRONTIER CONSERVATION AREA





forestry, fisheries & the environment

Department:
Forestry, Fisheries and the Environment
REPUBLIC OF SOUTH AFRICA

Global Gateway

Co-funded by the European Union

german cooperation
DEUTSCHE ZUSAMMENARBEIT

Implemented by:
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

IUCN ifaw

South African NATIONAL PARKS

Law Enforcement and Anti-poaching

Lead: **Bataung Mokhele**, Lesotho

Presenters:

- **Tessa Cooper** - TRAFFIC
- **Lovelater Sebele** – BirdLife International
- **Louise De Bruin** - International Game Rangers Federation
- **Evelyn Chivero** - IUCN



TRAFFIC

wildlife &forestry crime in Sadc

Skukuza

10-12 November 2026

Tessa Cooper, Analyst

Tessa.Cooper@traffic.org

TRAFFIC®

150+ staff
Offices on **6 continents**
100+ projects
Working in **45 countries**
Experts for over **5 decades**



"Working to ensure that trade in wild species is legal and sustainable, for the benefit of the planet and people"

TRADE IS AT THE NEXUS OF WILDLIFE CONSERVATION AND SUSTAINABLE HUMAN DEVELOPMENT

$28-40 BILLION*

Estimate of global value of illegal wildlife markets annually

* Tow & Carrasco 2026



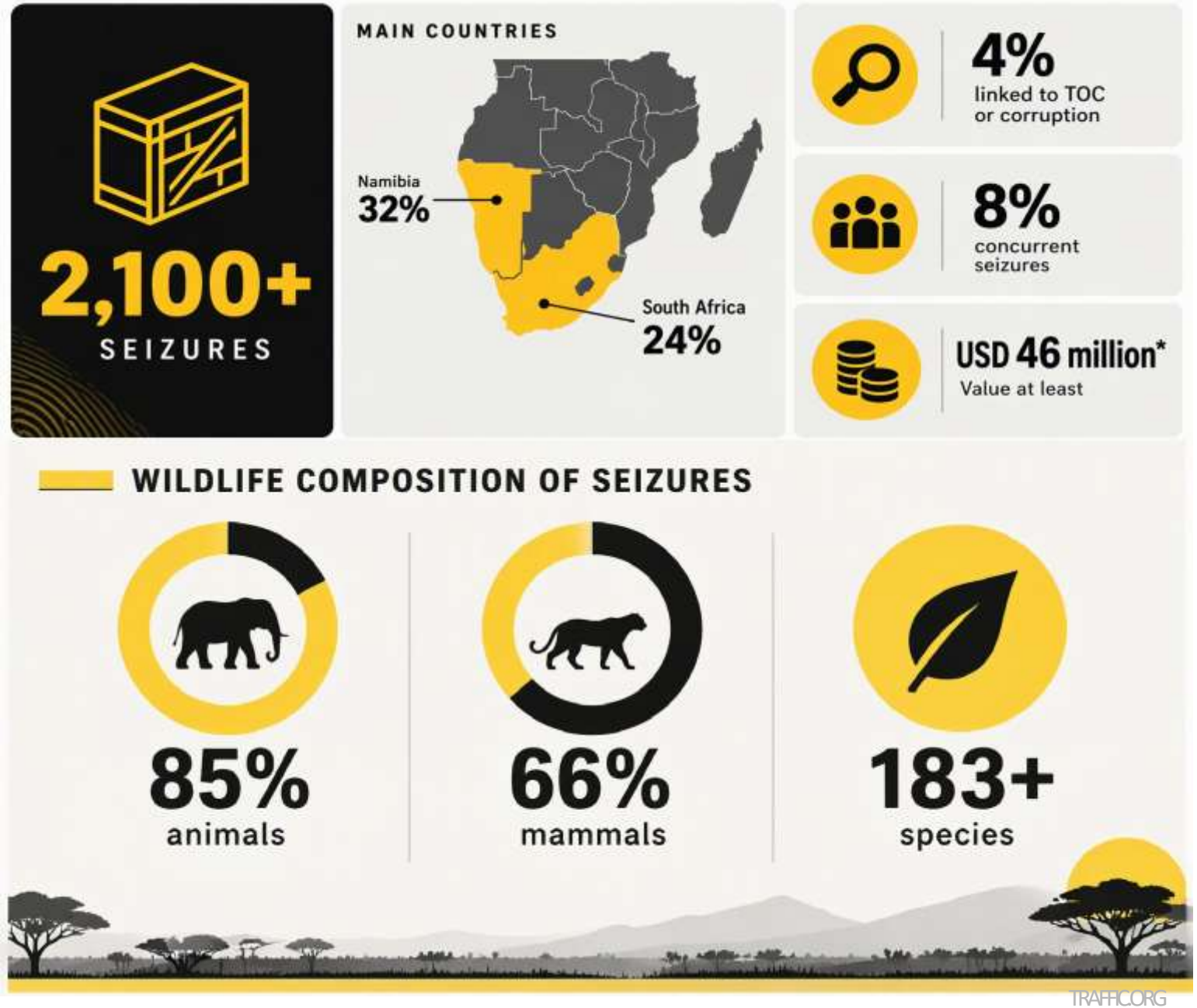
TRAFFIC.ORG

impacts of the illegal wildlife trade

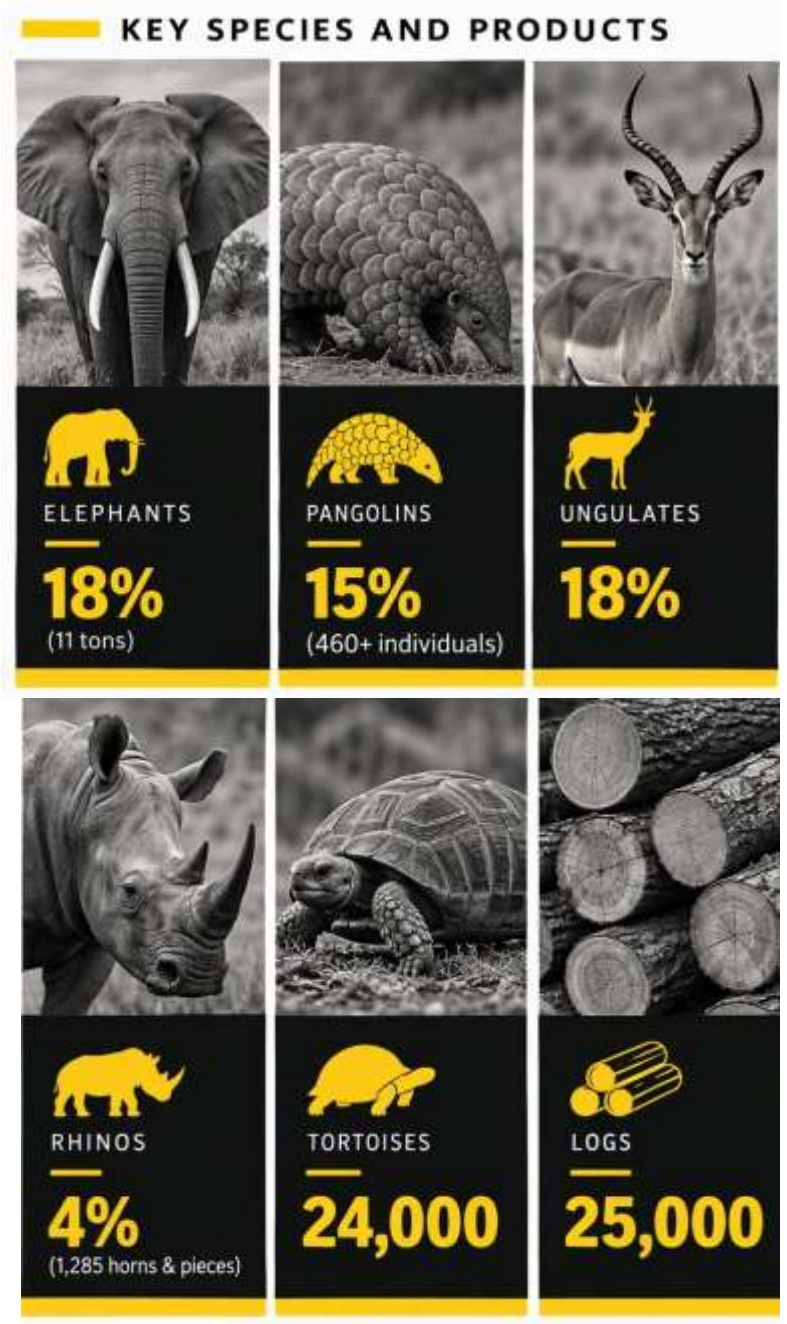
- Compromised national safety and security
- Environmental and global health risks
- Loss of tourism and livelihoods dependent on tourism
- Supports corruption and organized crime



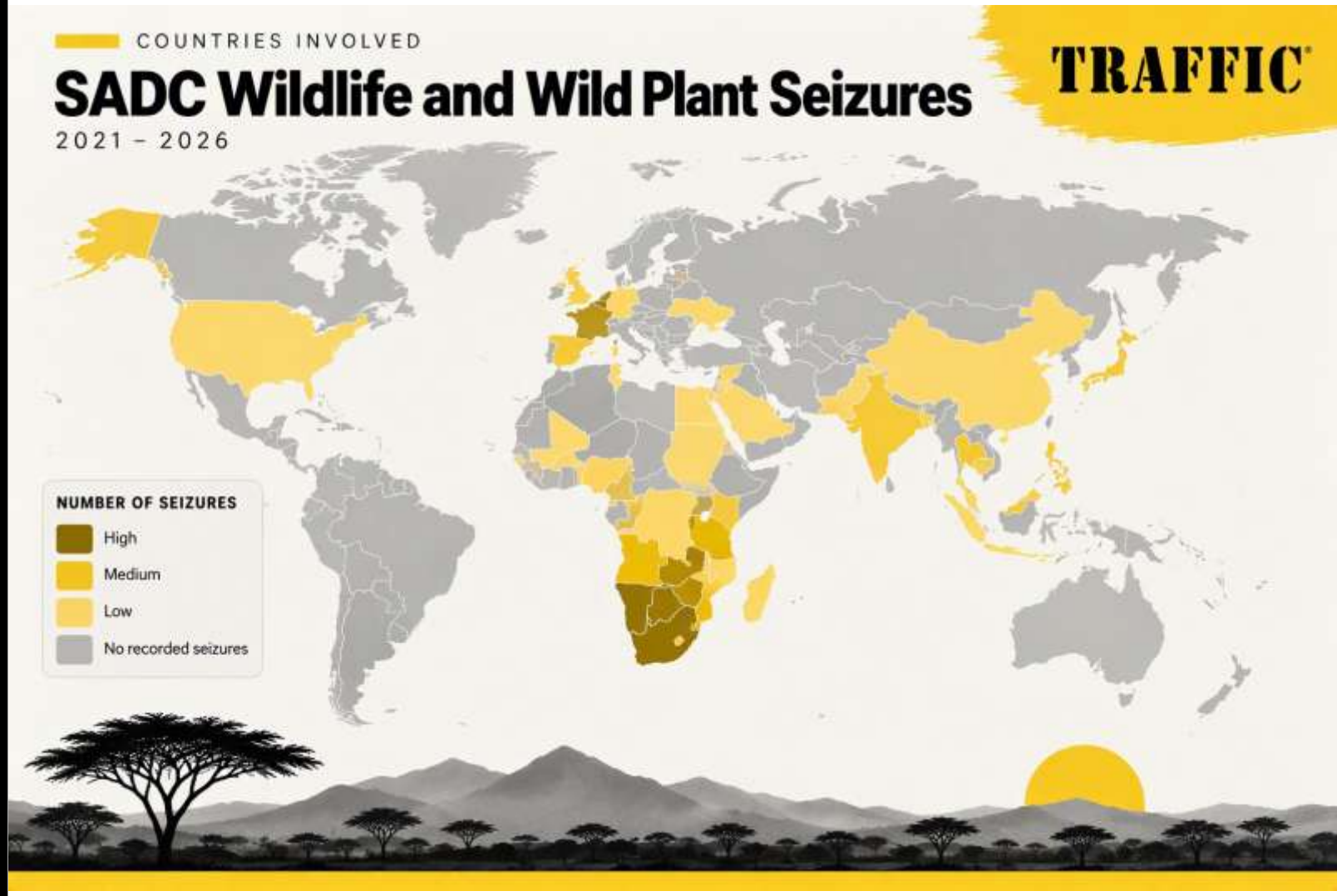
Sadc illegal trade 2021-2026



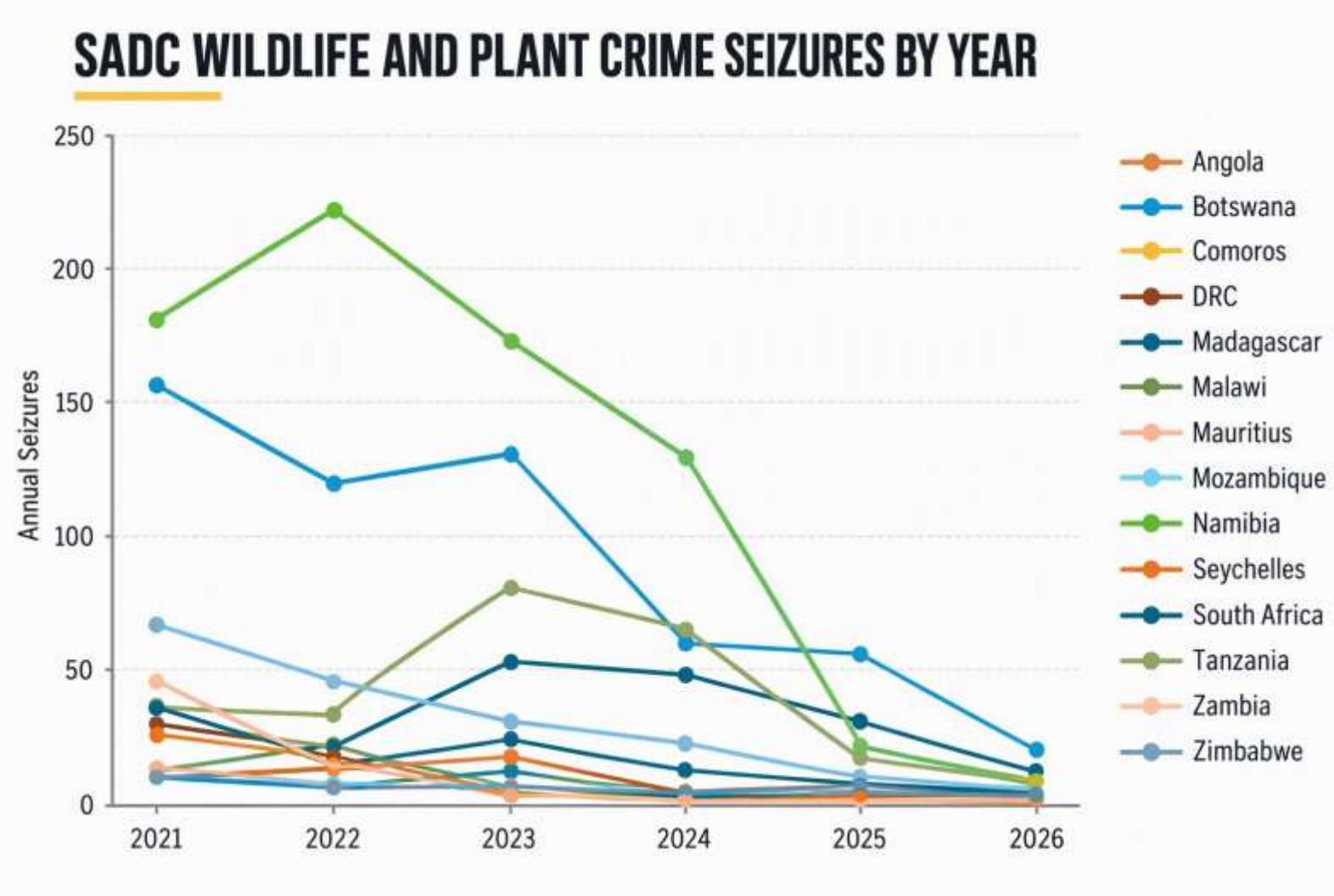
Sadc illegal trade 2021-2026



Sadc illegal trade 2021-2026



Sadc illegal trade 2021-2026



caveats

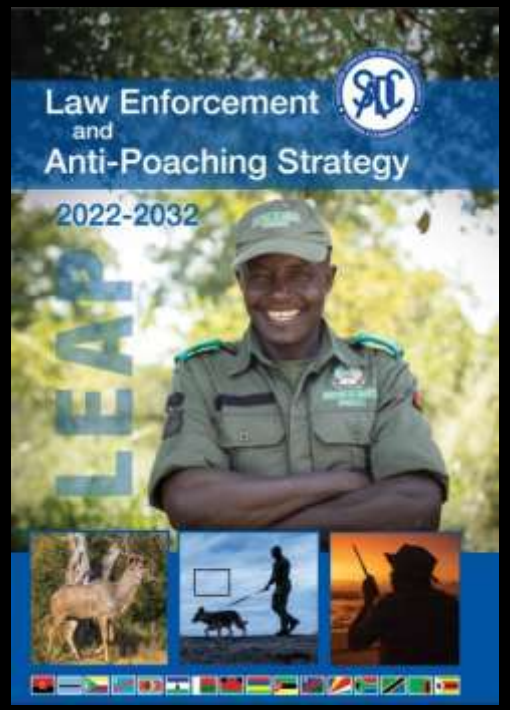
- Not only TFCAs
- Only reported/shared
- Not necessarily from country records
- Incidents/reporting
- Sources:
  - 52% government
  - 32% media
  - 13% NGO
  - 3% other

Sadc illegal trade trends




THE nation
October 2026
3.5 tons
Zambia-Thailand-?
Timber/Ivory

sadc leap strategy



Goal to significantly reduce wildlife crime in the SADC region by 2032, whilst simultaneously strengthening law enforcement, management, and governance systems

Objective 1
Reinforce and professionalise PA and TFCA management

Objective 2
Promote sustainable use of natural resources and community-based approaches

Objective 3
Strengthen national counter wildlife trafficking operations, judicial processes and legislation

Objective 4
Improve transnational and regional collaboration

Supporting Actions

1. Cross-cutting issues that inform and guide implementation of the LEAP strategy
2. Implementation plan
3. Develop sustainable financing for conservation law enforcement and anti-poaching approaches
4. Monitoring and reporting tool

Mandated Action 4.3: Maintain support for SADC-TWIX, including active engagement by all relevant Law Enforcement national authorities


EUTWIX
WEST AFRICA TWIX
Trade in Wildlife Information eXchange
TWIX
Trade in Wildlife Information eXchange
EASTERN AFRICA TWIX
Trade in Wildlife Information eXchange
SADC TWIX
TRADE IN WILDLIFE INFORMATION eXCHANGE

Thank you

Tessa Cooper
Project Analyst
tessa.cooper@traffic.org



Vulture Conservation in Southern Africa: Protecting Ecosystem Services and Addressing Multiple Threats Across Transfrontier Conservation Areas

Lovelater Sebele

BirdLife INTERNATIONAL


BirdLife
INTERNATIONAL
Albania
Argentina
Armenia
Australia
Austria
Bahamas
Belgium
Belgium
Belize
Bhutan
Bolivia
Botswana
Brazil
Bulgaria
Burkina Faso
Burundi
Cambodia
Canada
Canada
Cape Verde
Chile
Chile
China (Hong Kong)
Colombia
Cook Islands
Côte d'Ivoire
Croatia
Cuba
Cyprus
Czech Republic
Dominican Republic
Denmark
Ecuador
Ecuador
Egypt
El Salvador
Estonia
Ethiopia
Falkland Islands (Malvinas)
Faroe Islands
Fiji
Finland
France
French Polynesia
Georgia
Germany
Ghana
Gibraltar
Greece
Guinea
Hungary
Iceland
India
Indonesia
Iraq
Ireland
Israel
Italy
Japan
Jordan
Kazakhstan
Kenya
Kuwait
Latvia
Lebanon
Liberia
Liechtenstein
Lithuania
Luxembourg
Madagascar
Malawi
Malaysia
Malta
Mauritania
Mauritius
Mexico
Mongolia
Montenegro
Morocco
Myanmar
Nepal
Netherlands
New Caledonia
New Zealand
Nigeria
Norway
North Macedonia
Palau
Palestine
Panama
Paraguay
Peru
Poland
Philippines
Portugal
Puerto Rico
Romania
Rwanda
Senegal
Serbia
Seychelles
Sierra Leone
Singapore
Slovakia
Slovenia
South Africa
Spain
Sri Lanka
Sweden
Switzerland
Syria
Tanzania
Thailand
Tunisia
Türkiye
Uganda
Ukraine
United Kingdom
Uruguay
Uzbekistan
USA
USA
Zambia
Zimbabwe

The Crisis - Vultures in Peril

- **9 species of vulture in the SADC region** (including endemic Cape Vulture)
- **Catastrophic decline**: 80-97%population loss over three generations
- **Critical conservation status**

CRITICALLY ENDANGERED

- **White-backed Vulture**
- **White-headed Vulture**
- **Hooded Vulture**
- **Ruppell's Vulture**
- **Bearded Vulture**

ENDANGERED

- **Lappet-faced Vulture**
- **Egyptian Vulture**

VULNERABLE

- **Cape Vulture**

LEAST CONCERN

- **Palm-nut Vulture**

BirdLife INTERNATIONAL

THREATS TO VULTURES IN AFRICA



BirdLife INTERNATIONAL

So What is BirdLife Doing?



Knowledge & Planning

Investing in science and research to guide our actions and monitor our impact



Awareness

Raising awareness to influence behaviours and perceptions and raise funds for conservation interventions



Policy & Advocacy

Lobbying governments to enact and implement vulture-friendly policies and legislation



Direct Conservation Actions

Implementing direct conservation actions including anti-poisoning programs, community-based conservation, behaviour change initiatives, powerline retrofitting and habitat protection

Ideas that fly.

Lead in the environment

- It is a toxic heavy metal (paint, gasoline, toys, pipes, ammunition)
- Lead remains a real One Health issue
- **Lead ammunition** → One of the major unregulated sources of lead within the environment (Arnemo et al. 2016)
- The main contributor to environmental lead contamination that wildlife could potentially encounter







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Lead Ammunition













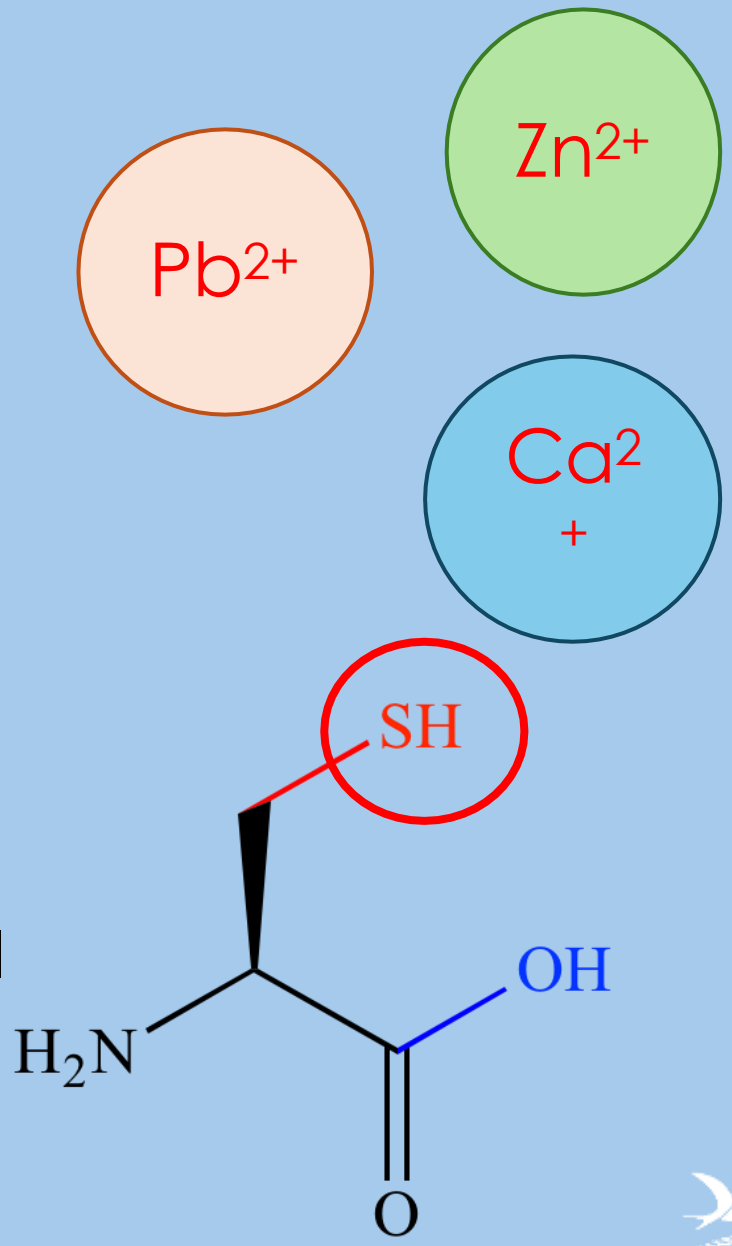
Multiple sources:

- Gut piles
- Vulture restaurants
- Wildlife management
- Hunting/culling operations

Where is the lead coming from?

The problem with lead

- **Inhibits/mimics calcium** and other essential metals such as zinc
- Interferes with bonds between **amino acids**
- Can cross the **blood-brain barrier**
- Effects **every organ system** in the body
- **Breeding adults and juveniles** are not in optimal health
- Chicks are **fledging with compromised health**



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Norman 26 ug/dL



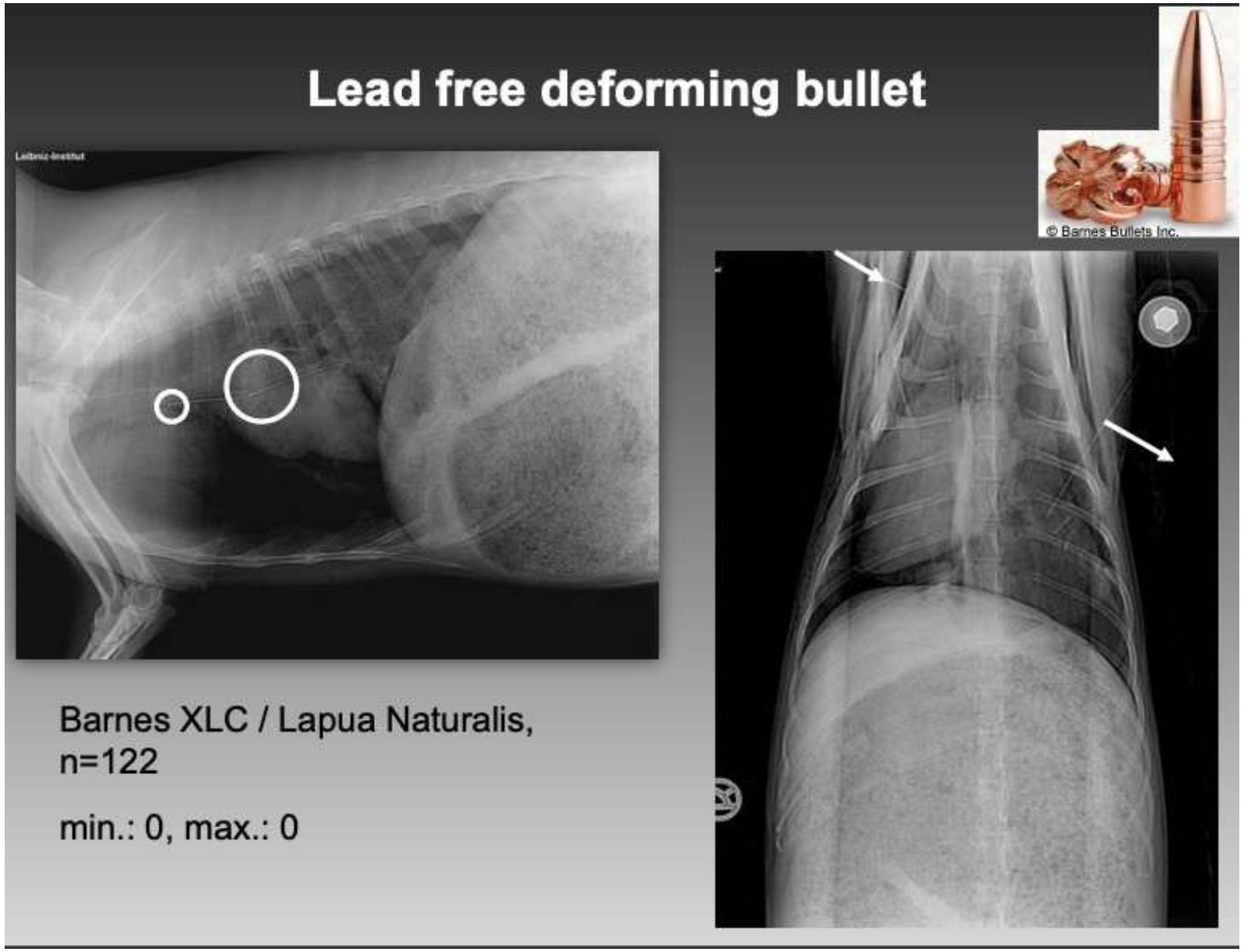
Kevin 40 ug/dL



Elsie 83 ug/dL



Lead poisoning is preventable



Reduced exposure…..

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MEAs and other instruments relating to lead ammunition on a global scale

- CMS Resolution 11.15 and Decision 15.146
- AEWA Resolution 4.1
- Convention on Biological Diversity (CBD) and Kunming–Montreal Global Biodiversity Framework : (Target 4, 7 and 14)
- UN Sustainable Development Goals
- SADC Vulture Conservation Strategy and Action Plan
- Bamako Convention on Hazardous Wastes

Convention on Migratory Species

Adopted: 6 December 2014, CMS COP11 Instrument:
UNEP/CMS/Resolution **11.15**, subsequently revised at later COPs.

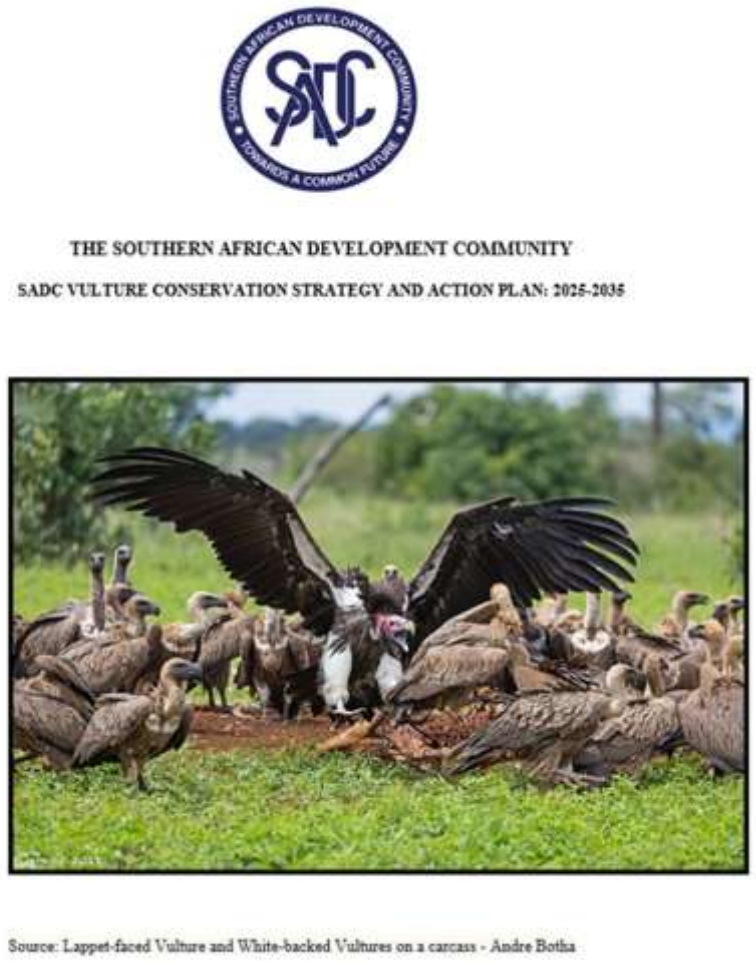
Resolution 11.15 addresses poisoning of migratory birds. The associated guidelines include a recommendation to phase out lead ammunition across habitats.

- Decision **15.146 (July 2026)** — Preventing Poisoning of Migratory Birds
- The decision states:

“Parties are encouraged to: a) undertake national review and monitoring exercises to encourage implementation of the phase-out of all types of lead ammunition and lead fishing weights”

SADC Vulture Conservation Strategy and Action Plan

- **Priority Area 1**: Mitigating Environmental Threats to Vultures
- **Strategy 4** Develop proper waste disposal methods, especially for animal carcasses, to prevent poisoning from toxic substances that vultures may consume.
- **Activity 1:** Create designated disposal sites for anima carcasses that are equipped for safe and environmentally friendly methods for managing dead animals.
- **Activity 2:** Develop and conduct training programs for farmers, livestock owners, and waste management personnel on safe animal carcass disposal technique



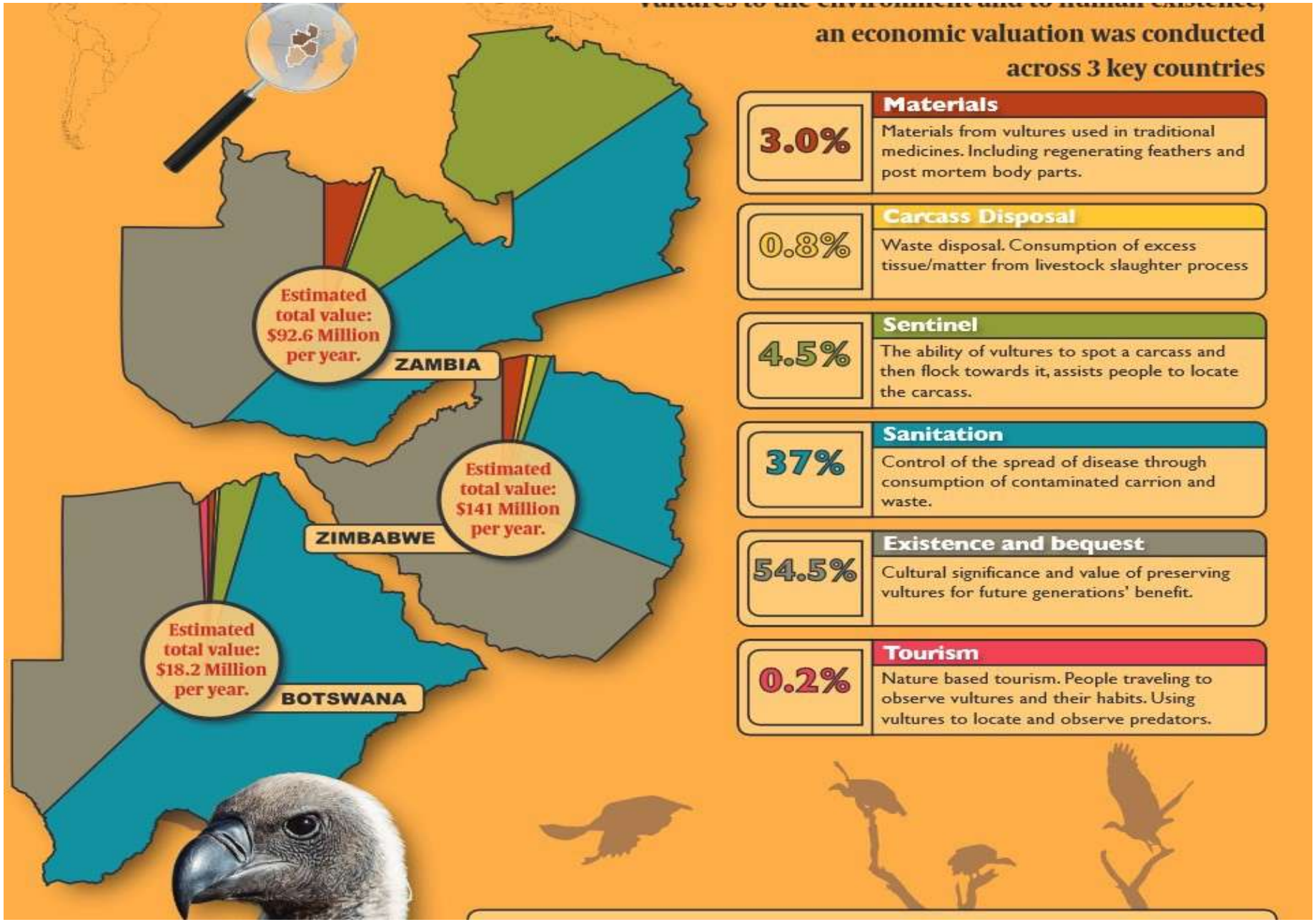
Source: Lappet-faced Vulture and White-backed Vultures on a carcass - Andre Botha


VULTURES CLEAN UP CARCASSES
WITH VULTURES › ONE HOUR
They clean carcasses bare
before disease spores can form


WITHOUT VULTURES › A FEW DAYS
They reduce the spread of diseases like Anthrax,
Rabies, Tuberculosis, Botulism, Brucellosis


HEALTHY VULTURES = HEALTHY ECOSYSTEM = HEALTHY PEOPLE

The economic value is substantial



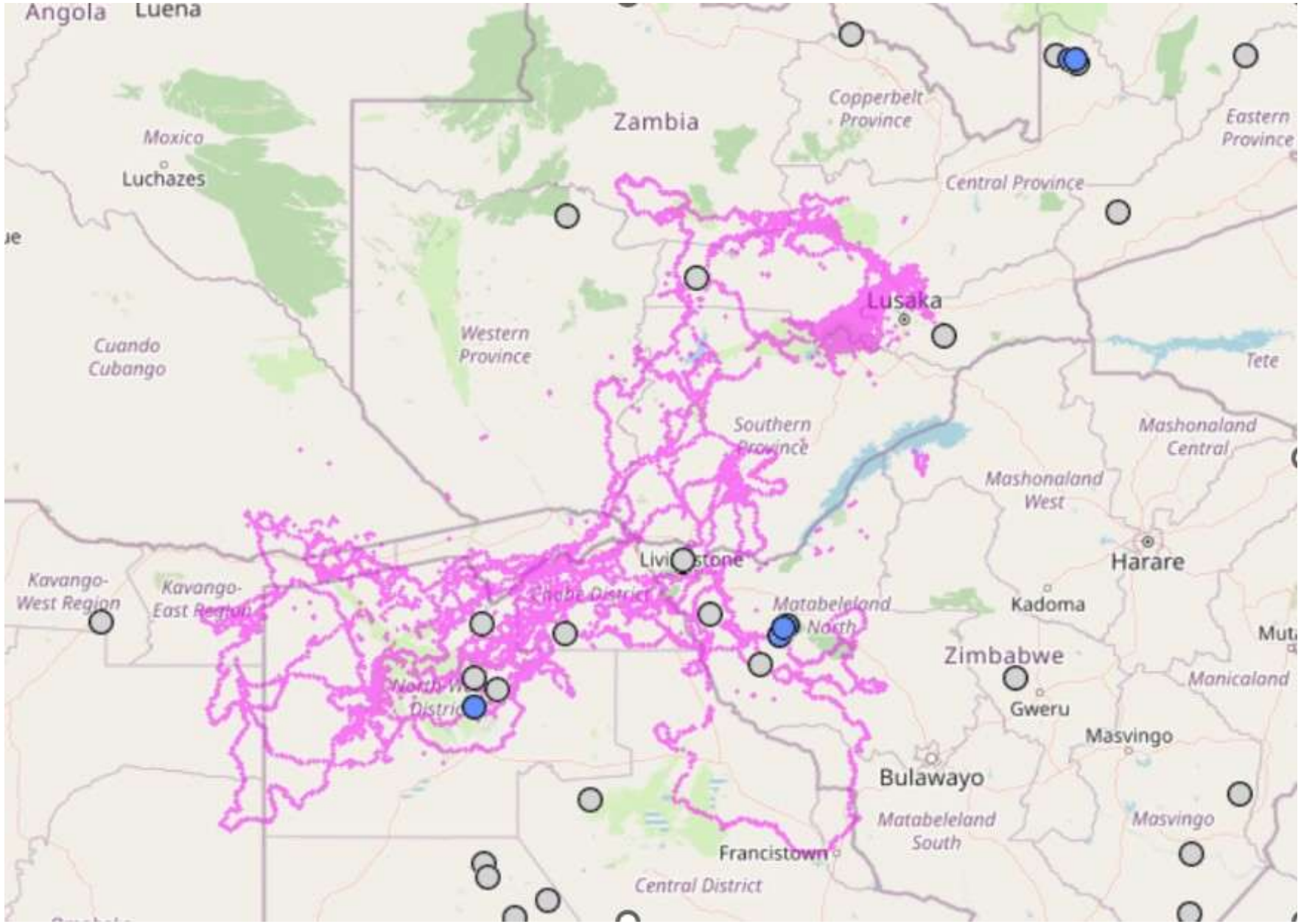
USD

1.8 billion

per year

BirdLife INTERNATIONAL

Transboundary Movement, Transboundary Efforts



Thank you!





INTERNATIONAL
RANGER
FEDERATION

The International Ranger Federation

INTERNATIONAL RANGER FEDERATION

1992 The International Ranger Federation (IRF) was founded on 31 July 1992

Mission

To develop, advance and promote throughout the world community, the Ranger profession and its critical role in the conservation of natural and cultural resources.



The International Ranger Federation

INTERNATIONAL RANGER FEDERATION

Our Strategic Plan is framed around three pillars and four goals, which provide the context and focus for all of our activities to deliver on the Global Biodiversity Framework and its Target 3 (30 x 30 agenda).

Ranger Advancement and Professionalism
The IRF will advocate, provide evidence, and assert the relevance and value of rangers at every opportunity

Ranger Networks and Learning
The IRF will establish and strengthen a world wide-network to benefit our members.

Organisational Sustainability and Capacity
The IRF will: Enhance our internal capability, capacity, and leadership.
Be financially sustainable and resilient.

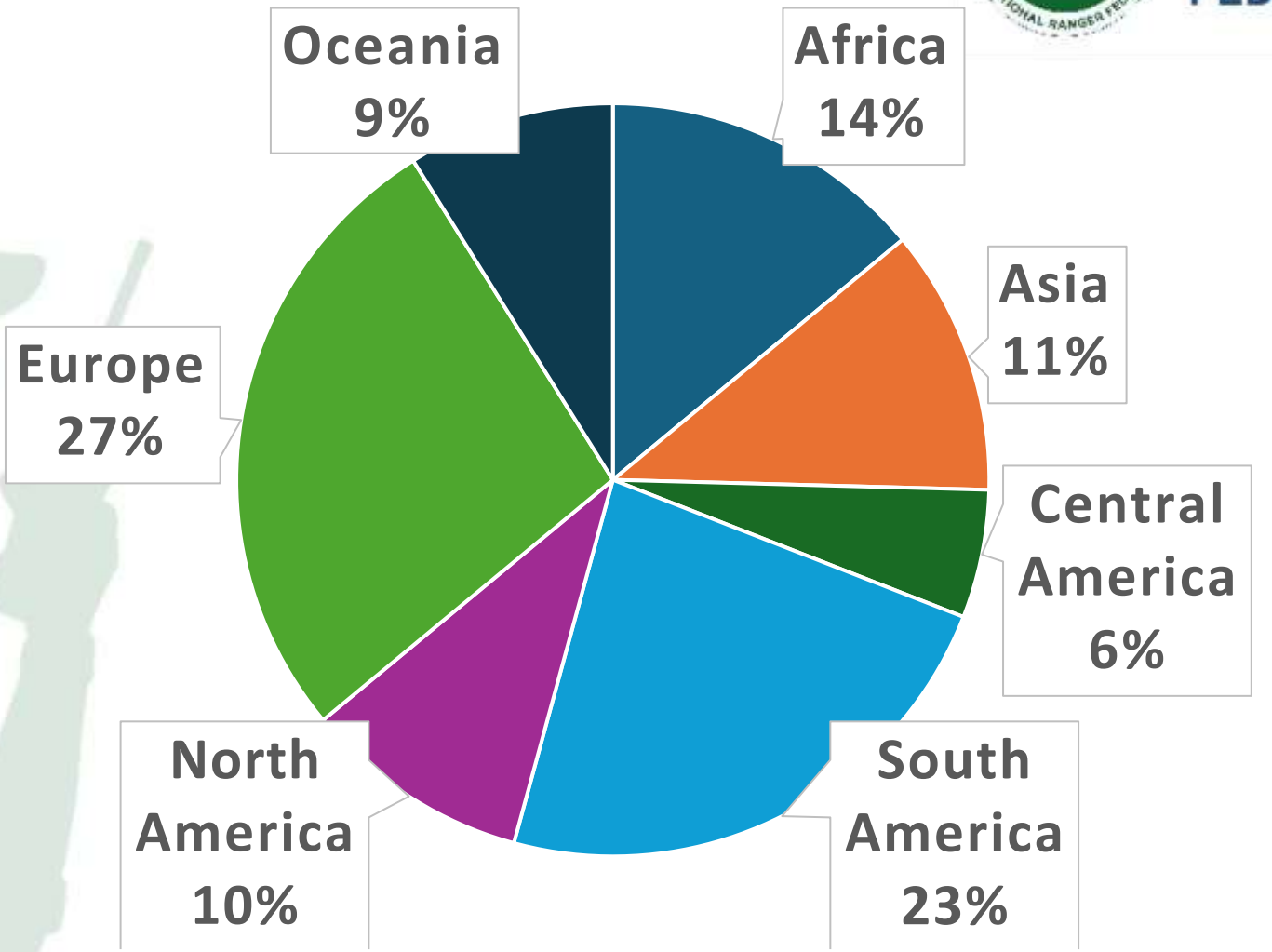


Membership

INTERNATIONAL RANGER FEDERATION

236 Members

146 Ranger Associations



IRF Structure

INTERNATIONAL RANGER FEDERATION

Global Level

Global Partner Organisations

Support and Influence

IRF Board

Africa | Asia | Europe | North America | Central America | South America | Oceania

Regional Ranger Associations

Regional Level

Regional Partner Organisations

Africa | Asia | Europe | North America | Central America | South America | Oceania

None

National and Sub-national Ranger Associations

National or Sub-National Level

Local Partner Organisations

Sub-National & National Ranger Associations | Sub-National & National Ranger Associations | Sub-National & National Ranger Associations | Sub-National & National Ranger Associations | Sub-National & National Ranger Associations | Sub-National & National Ranger Associations | Sub-National & National Ranger Associations

Membership

THE RANGER VOICE OF AFRICA

Representing. Professionalising. Supporting.

A continent-wide community working to strengthen the people who protect Africa's wild places.

A collective voice for Africa’s rangers

A member-based organisation connecting and representing rangers across the continent.

Founded in 1970

GRAA is Africa’s oldest, largest and most representative ranger association.

A GROWING COMMUNITY **Over 7,000 rangers connected through GRAA***

**Membership changes over time; indicative snapshot.*

We bring rangers together across roles, employers and countries – so their experience informs the future of the profession.



Three pillars. One purpose.

Helping rangers do their jobs safely, effectively and professionally.

01

NETWORKING

Connect rangers to share experience, knowledge, opportunities and practical solutions.

02

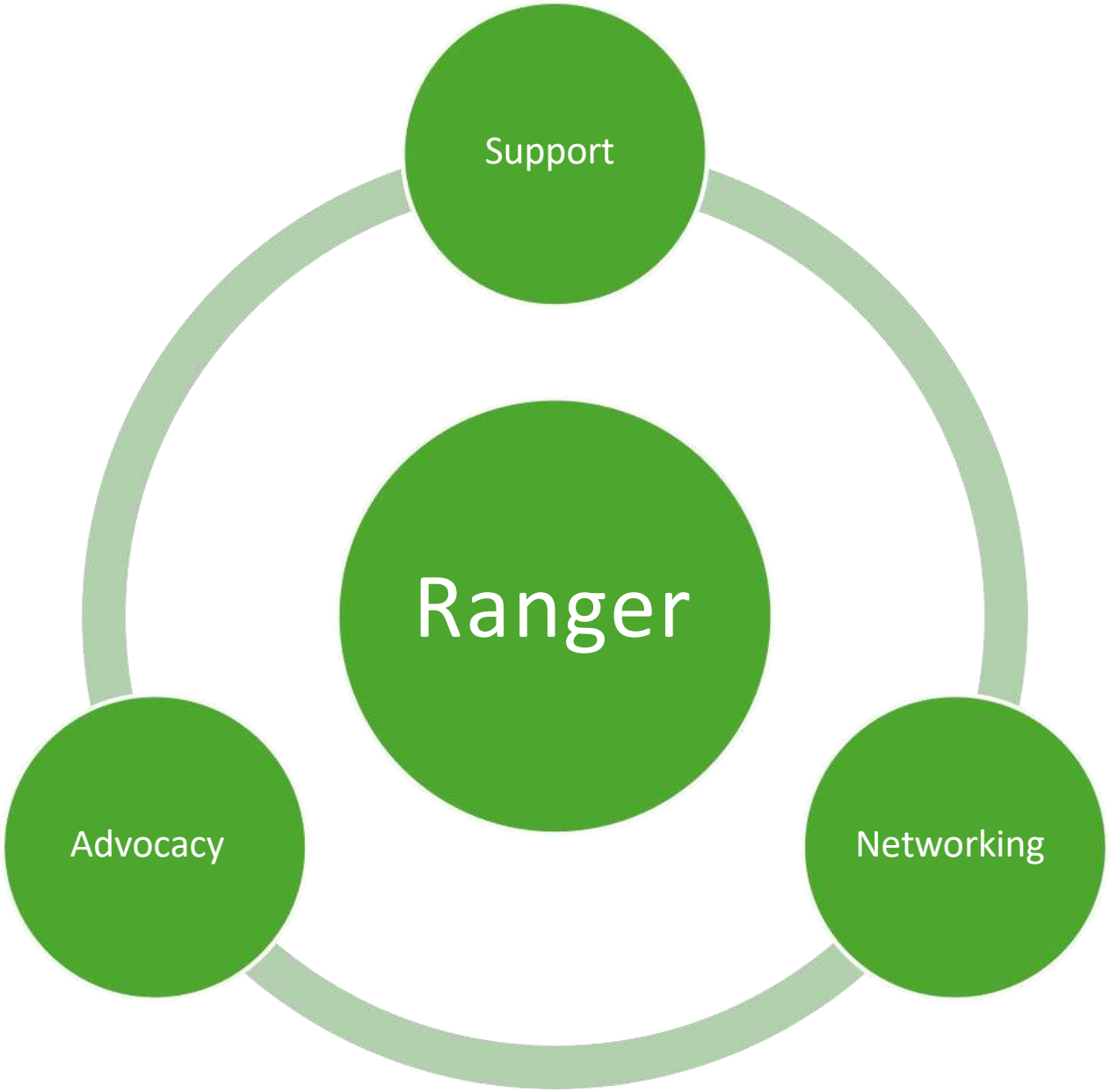
ADVOCACY

Bring ranger voices and lived experience to decision-makers and conservation platforms.

03

SUPPORT

Improve access to training, equipment, wellbeing resources and practical protection.


Support
Ranger
Advocacy
Networking

Ranger wellbeing is essential

Rangers protect people, wildlife and wild places. Their safety and wellbeing must be part of the conservation equation.

RANGERPROTECT

Essential Cover

A GRAA and SATIB partnership providing on-duty accident protection for participating rangers.

01 **Accidental death & disability**

02 **Medical evacuation**

03 **Incident management support**



Alongside cover, GRAA supports wellbeing through training, first-aid resources, networks and wider ranger support programmes.

Who is a ranger?

INTERNATIONAL RANGER FEDERATION

A person who is responsible for safeguarding nature, cultural and historical heritage, and protecting the rights and well-being of present and future generations.

As representatives of their authority, organisation or community, they work in protected and conserved areas and wider land- and seascapes, whether state, regional, communal, indigenous, or private, in line with legal and institutional frameworks.









IRF Code of Conduct 2021

Community Game Guard; Community Ranger; Community Scout; Community Wildlife Scout; Conservancy Ranger; Conservation Officer; Environment Officer; Environmental Guard; Field Officer; Field Ranger; Forest Guard; Forest Ranger; Forester; Forestry Officer; Game Ranger; Game Scout; Marine Park Ranger; Marine Ranger; National Park Guard; National Park Ranger; Nature Conservator; Park Guard; Park Ranger; Ranger; Ranger Officer; Scout; Village Scout; Warden; Wildlife Guard; Wildlife Officer; Wildlife Ranger; Wildlife Scout.

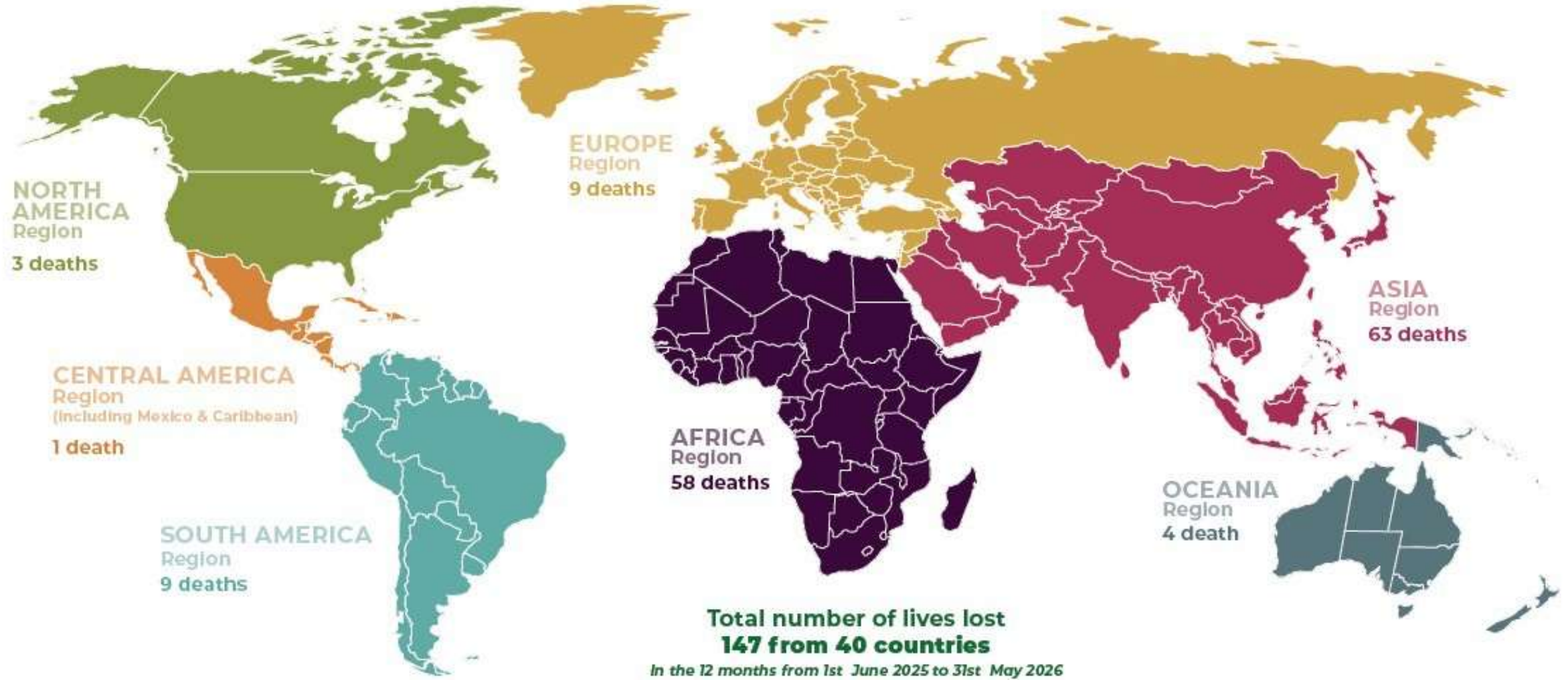
WORLD RANGER DAY 2026

ROLL OF HONOUR

Recognising Ranger Deaths in the Line of Duty

1st June 2025 to 31st May 2026

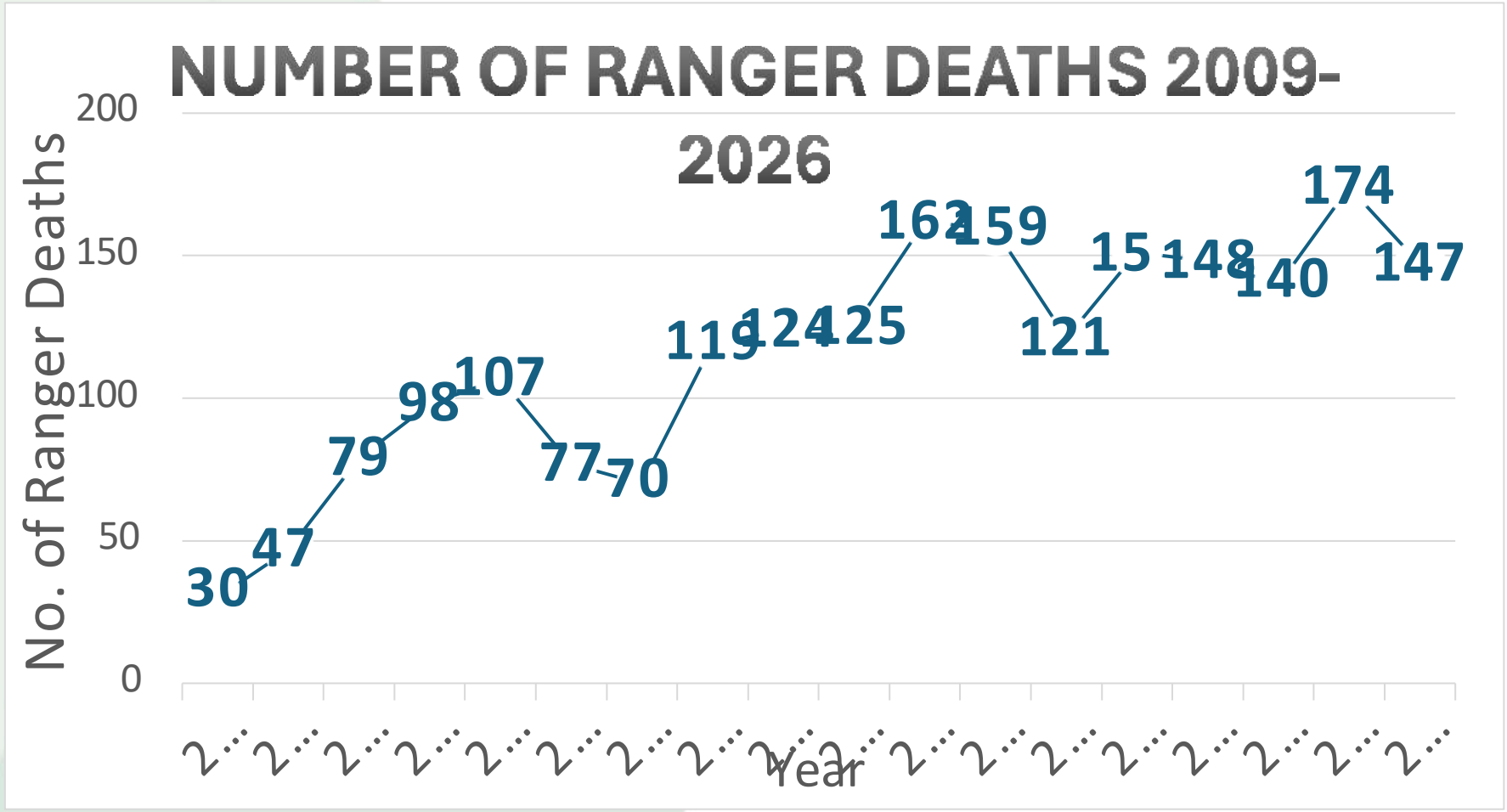
THIN GREEN LINE
Rangers protecting nature



Total number of lives lost
147 from 40 countries
In the 12 months from 1st June 2025 to 31st May 2026

The Real Threat to Rangers

INTERNATIONAL RANGER FEDERATION



Source: IRF Ranger Roll of Honour Data.
Note: ** 2021 recorded only 11 months of data due to an adjustment in the recording period*

The Real Threat to Rangers

INTERNATIONAL RANGER FEDERATION

CONSERVATION CASUALTIES: AN ANALYSIS OF ON-DUTY RANGER FATALITIES (2006–2021)

Chris Galliers, Roger Cole, Rohit Singh, Jeff Ohlfs, Hamera Aisha, Amon Benoit Koutoua, Carlien Roodt and Mónica Álvarez Malvido

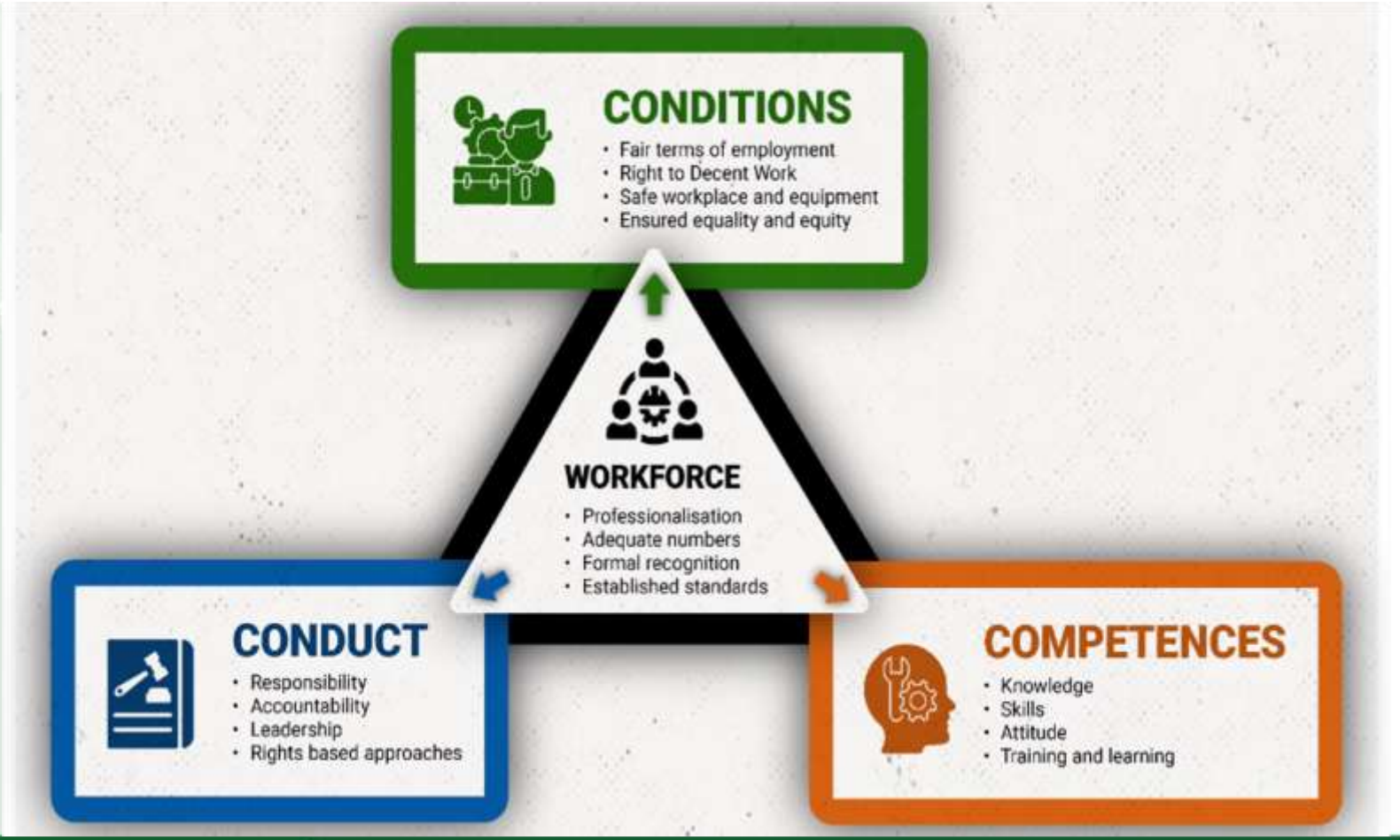
	HOMICIDES	ANIMAL ATTACKS	VEHICLE ACCIDENT	DROWNING / FIRE & OTHER RELATED ACCIDENTS	ON DUTY DEATH IN SERVICE	
AFRICA	352	55	67	64	53	591
ASIA	222	151	103	108	59	643
CENTRAL AMERICA	13	0	1	12	0	26
EUROPE	17	0	6	14	20	57
NORTH AMERICA	11	1	40	36	33	121
OCEANIA	1	1	7	6	0	15
SOUTH AMERICA	32	1	15	14	20	82
	648	209	239	254	185	

Workforce planning



A professional workforce: rangers for 30 by 30

What needs to be considered



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30 x 30 cannot succeed without an adequate, professionally recognised, equitable workforce.

Ranger numbers

Currently:	**286,000**
Needed now:	**800,000**
For 30 x 30:	**1.5 million**



Decent working conditions are a right.
They improve performance, morale and motivation
They reduce risk of misconduct

INTERNATIONAL RANGER FEDERATION

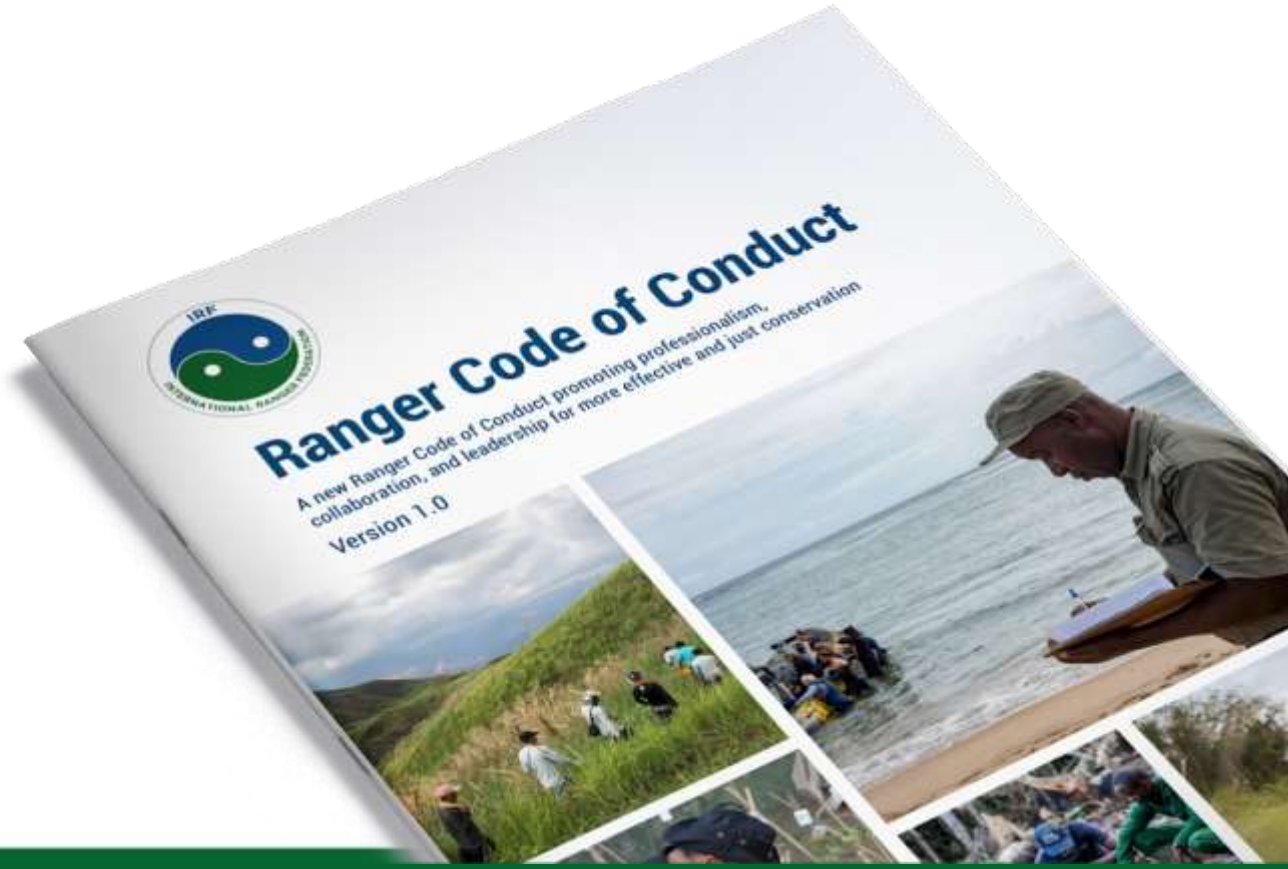




Assured ranger conduct increases effectiveness and reduces risk

INTERNATIONAL RANGER FEDERATION

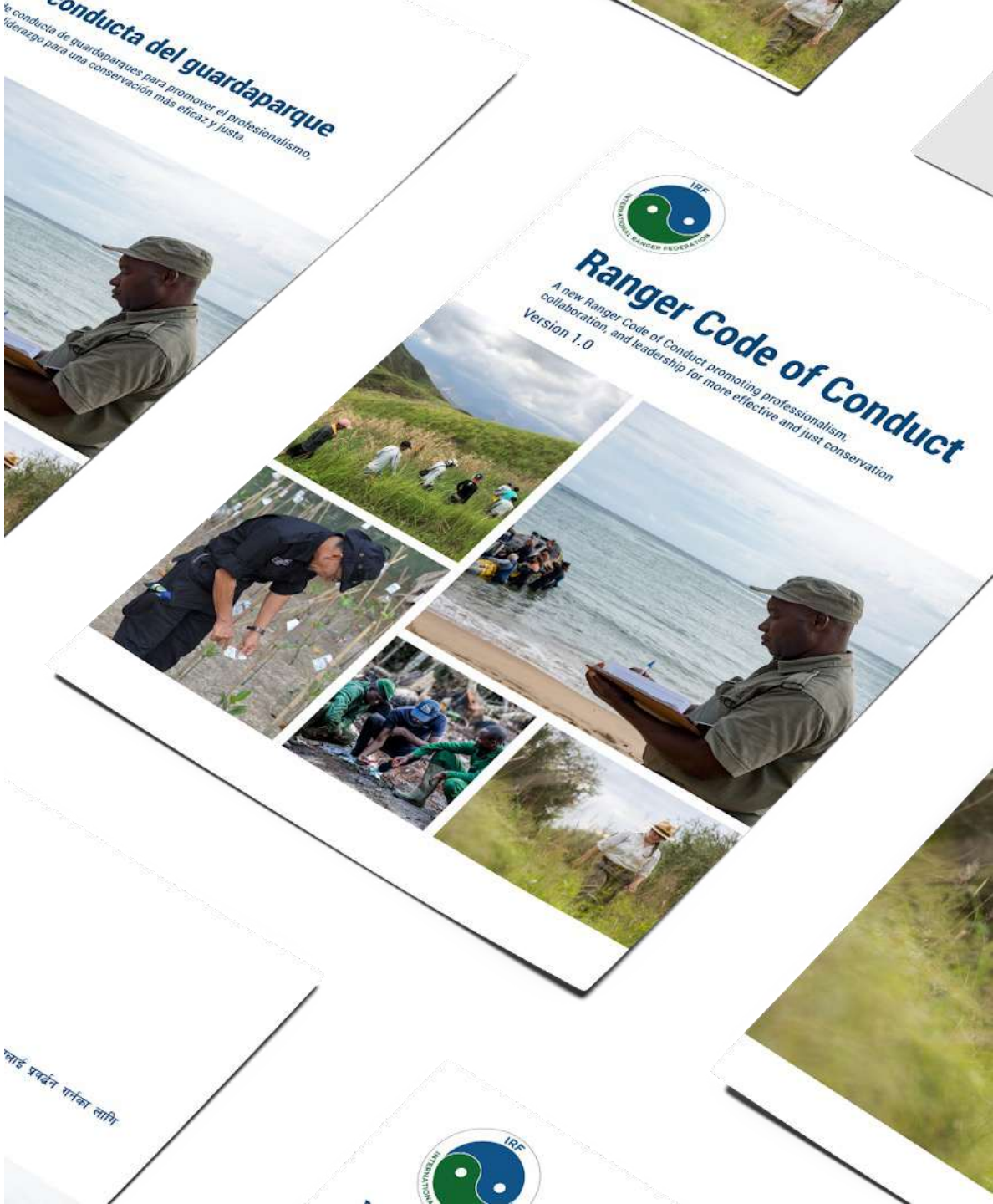




Consultation Process

The global, consultation process was conducted with a range of identified stakeholders, including:

- Rangers
- Ranger Associations
- Ranger Employers
- National Governments
- Regional Governments
- Community Conservancies
- Community Conservancy Associations
- Private Conservancies
- Conservation NGOs
- Multilateral Development Agencies
- Human Rights organisations, including the Office of the United Nations High Commissioner for Human Rights



Ranger Code of Conduct



A skilled, knowledgeable workforce is more effective, more efficient, more accountable and more motivated

INTERNATIONAL RANGER FEDERATION





INTERNATIONAL RANGER FEDERATION

GLOBAL RANGER COMPETENCES

Understanding competence • Applying the global framework

IRF + URSA

But what is a competence?

INTERNATIONAL RANGER FEDERATION

A competence describes

what a person can do — or needs to do —

with a positive, professional and ethical attitude, based on what they know or have learned.

OBSERVABLE	REPEATABLE	GROUNDED	PROFESSIONAL
can do	consistently	in knowledge	and ethical



Source: IRF & URSA, Global Ranger Competences, pp. 12–13

Built with ranger voices from 88 countries

INTERNATIONAL RANGER FEDERATION

536
contributors

88
countries

2022–23
participatory development

A global process, grounded in practice

Candidate list
Kruger + IUCN registers

Consult 1
465 rangers / 85 countries

Co-design
working group + webinars

Consult 2
online workshops

Final review
52 respondents / 23 countries

See IUCN Global Register of Competences for Protected Area Practitioners

Source: IRF & URSA, Global Ranger Competences, pp. 6, 10–11

The framework translates competence into 38 role expectations

INTERNATIONAL RANGER FEDERATION

38 competences = **23** UNIVERSAL all rangers + **7** SPECIALISED role-specific + **8** SENIOR leadership / supervision

ROLE PROFILE RULE

Every ranger role starts with all Universal competences.

Then add the Specialised and Senior competences that match actual responsibilities — not job title alone.

Source: IRF & URSA, Global Ranger Competences, pp. 12–13

Eight categories span the whole ranger role

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A **WORKPLACE, ROLE & JOB**
values, rights, threats, strategy, law

B **PLANNING & DOCUMENTATION**
plans, records and reports

C **MANAGING & LEADING**
teams, operations and welfare

D **PRACTICAL FIELD WORK**
navigation, monitoring, equipment, emergencies

E **LAW ENFORCEMENT & SECURITY**
patrol, evidence, rights and response

F **STAKEHOLDER RELATIONS**
respectful communication and trust

G **VISITATION & EDUCATION**
visitors, guiding and interpretation

H **PERSONAL CONDUCT**
initiative, teamwork, wellbeing and ethics

Source: IRF & URSA, Global Ranger Competences, pp. 14–15

A common language connects professionalism, people and investment

INTERNATIONAL RANGER FEDERATION

01	COMMUNICATE	the breadth of ranger duties and professionalism
02	BENCHMARK	roles, staffing, recruitment and assessment
03	MOBILISE	donor and partner support for effective performance
04	RECOGNISE	the ranger occupation and its professional standards
05	DEVELOP	capacity assessments, training and qualifications



One framework → shared expectations across the whole ranger ecosystem

Source: IRF & URSA, Global Ranger Competences, pp. 8–9

TWO COMPLEMENTARY TOOLS

Set the expectation. Understand the gap. Improve.

The Training Guidelines and PARCS serve different purposes — and become more useful when applied together.

RANGER TRAINING GUIDELINES

A practical framework for planning, delivering and assessing relevant ranger training.

PARCS

A site-based assessment of protected-area integrity, ranger capability and the support systems around them.

Guidelines help define the training response. PARCS helps identify where capability, systems or support need attention.

What the Guidelines are

A practical framework for more consistent, relevant and effective ranger training across Africa.

They encourage managers and training providers to:

- Start with training needs and operational realities.
- Align training plans with management priorities and ranger roles.
- Use suitable, vetted providers and locally relevant materials, languages and laws.
- Prioritise practical, scenario-based learning — not only classroom delivery.
- Include competency assessment, refresher training, mentoring and career progression.

THE CORE IDEA

Training should be purposeful, practical and linked to the work rangers are expected to do.

Not a single course or syllabus: a framework for making training choices more coherent and accountable.



1	2	3	4	5
UNDERSTAND	**PLAN**	**PRACTISE**	**ASSESS**	**SUSTAIN**
Risks, roles and management priorities	Learning outcomes and suitable providers	Relevant, practical and scenario-based learning	Check competence, not attendance alone	Refresh, mentor and support progression

PARCS: Assessing the ranger ecosystem

Protected Area Ranger Capability and Support: an independent, in-depth, site-based assessment.

A WHOLE-SYSTEM VIEW

PARCS looks beyond the ranger on patrol to examine the systems, people, management and support that shape protected-area integrity and the ability to perform effectively in the field.

INDEPENDENT

Evidence-led assessment by experienced assessors.

SITE-BASED

Findings interpreted in the local operating context.

IMPROVEMENT-FOCUSED

Identifies strengths, gaps and priority actions.

1 DESKTOP REVIEW

2 FIELD INSPECTION

3 OBSERVE IN PRACTICE

4 SYNTHESISE FINDINGS

How do these tools fit together to support the Ranger Workforce?

COMPETENCE

IRF Ranger Competence Framework

A shared picture of what a ranger needs to bring to the role:

KNOWLEDGE
What a ranger needs to know

SKILLS
What a ranger needs to do

ATTITUDE
How a ranger approaches the role

PUTTING THE FRAMEWORK INTO PRACTICE

GRAA RANGER TRAINING GUIDELINES

Guide how training is planned, delivered and assessed — relevant to ranger roles and operational realities.

PARCS ASSESSMENTS

Identify site-specific gaps in ranger capability, management systems and support — and help prioritise action.

Alignment across the Workforce

A ranger workforce that is:

- **SKILLED** — able to perform effectively
- **KNOWLEDGEABLE** — informed and well prepared
- **PROFESSIONAL** — sound judgement and attitude

ASSESS → ALIGN → TRAIN → APPLY → REVIEW

Use assessment findings and training experience to refine priorities and strengthen the next cycle.

Rangers are central to conservation. Their work needs support.

Rangers are entrusted with demanding responsibilities in protecting wildlife, land and seascapes and communities. To do this work effectively, they need the right skills and knowledge, clear expectations, and practical support from the organisations and systems around them.

01 **What does your ranger workforce need most to carry out its responsibilities effectively?**

02 **What has worked well in your country or protected areas to strengthen ranger training, capability and support?**

03 **What challenges or lessons from your experience would be useful for others across the region to hear?**

We welcome the opportunity to continue the conversation.

IRF | internationalrangers.org

GRAA | louise@gameranger.org | gameranger.org

TFCA FINANCING FACILITY

WILDLIFE MANAGERS AND RANGERS TRAINING PROGRAMME



Skukuza,
South Africa

12 Nov 2026

08:00-10:00

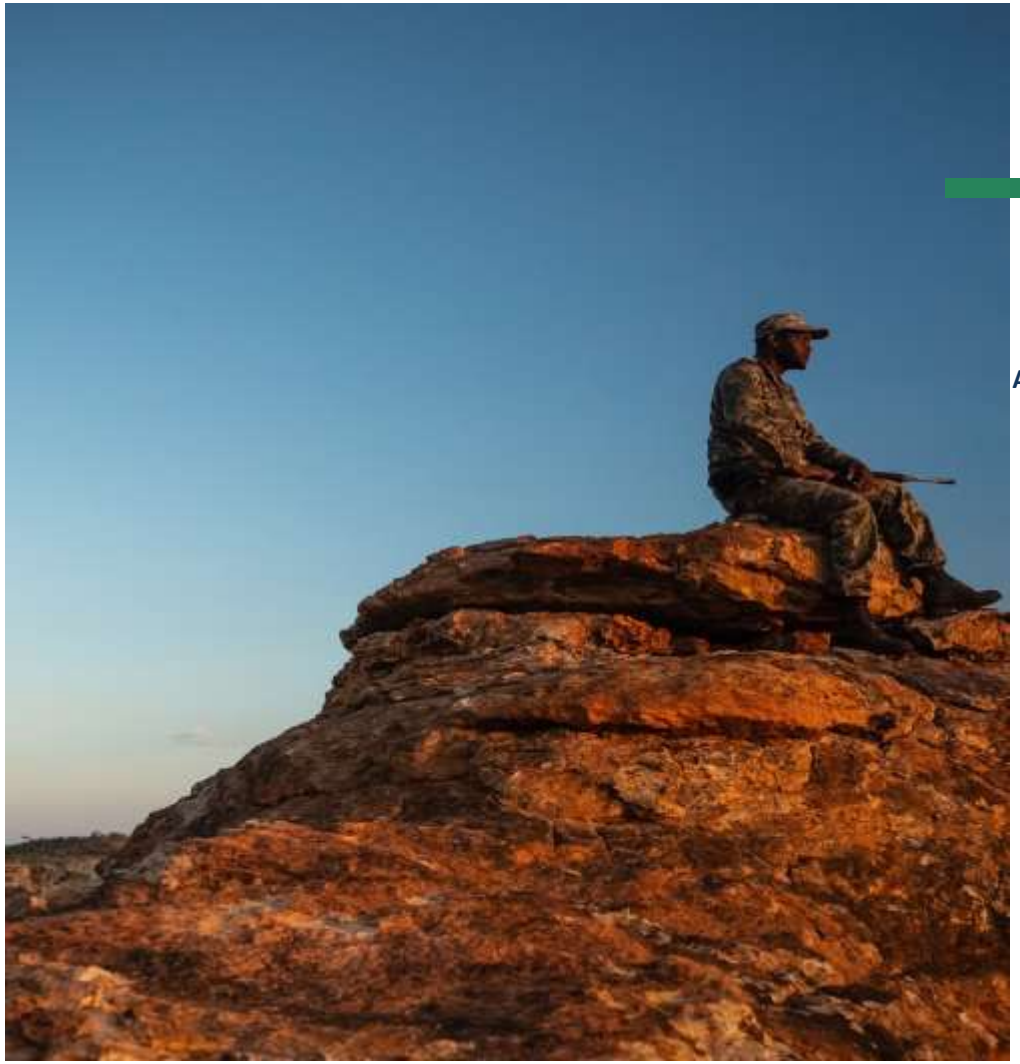
TIMELINE – WMRT

Key milestones for WMRT:



WILDLIFE MANAGERS AND RANGERS TRAINING PROGRAMME

A regional fund established to support the training of Wildlife Rangers and TFCA Managers



€ 5 mil

Available from German Government

3

Pilot Projects

9

Projects in the Pipeline

Expected Outcome:

A sufficient number of well-trained wildlife managers and rangers capable of managing TFCAs

WMRT – cross cutting issues

In addition to the grants PMU is also considering best practice in the following:

- Basic equipment for Rangers
- Development and review of training Curricula for Ranger Training
- M&E of the Training Grants
- Alignment of Ranger competences, and other tools relevant in professionalisation of the ranger workforce
- Reference to the Johannesburg workshop

SADC Workshop on Alignment of Ranger Competences



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german cooperation
DEUTSCHE ZUSAMMENARBEIT

KFW

THANK YOU

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