

Pangolin Champions Program Needs Assessment Results

Summary document for Save Pangolins staff

Sample size

- All 12 Pangolin Champions (PCs) responded to a written needs assessment survey delivered through Google Forms

Pangolin Champion Demographics

- Half of the Pangolin Champions are in the 35-44 age range. 41% are aged 25-34, and 8% are aged 45-54. (Fig. 1)
- 67% are male, and 33% percent are female. (Fig. 2)
- Pangolin Champions are highly educated, with 75% holding a masters or graduate school equivalent, and 25% holding a PhD or Doctorate degree. (Fig. 3)

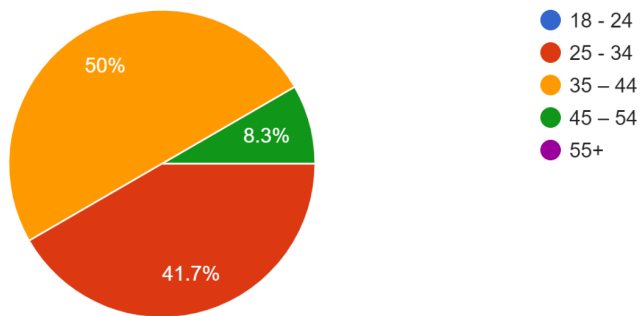


Fig. 1. Age ranges of Pangolin Champions

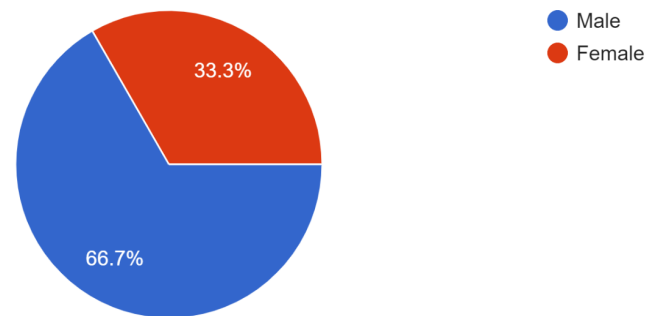


Fig. 2. Gender of Pangolin

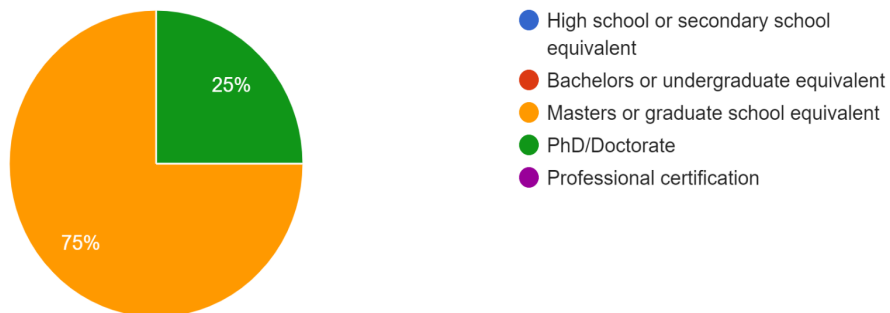


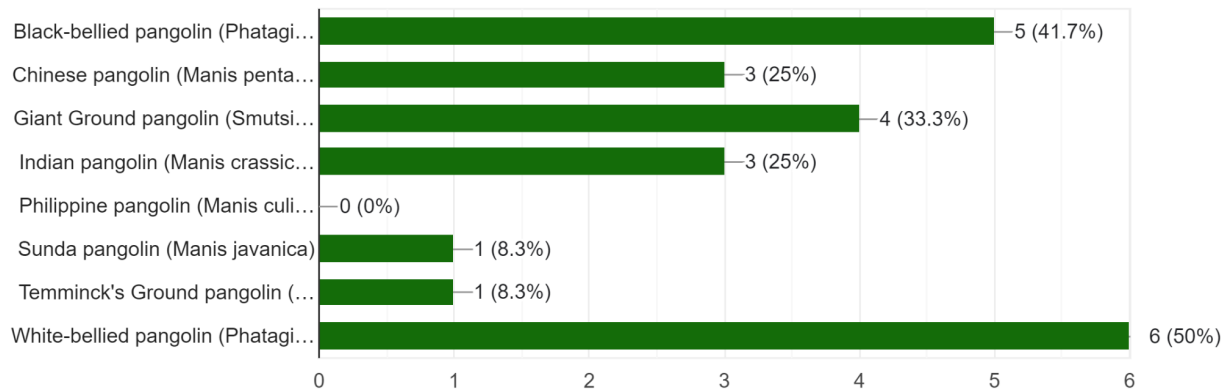
Fig. 3. Highest level of education achieved by Pangolin Champions

Pangolin Champion Projects

- PCs currently work across 9 countries/regions:
 - Nepal (2)
 - Nigeria (2)
 - Cameroon (2)
 - China
 - Malaysia
 - West & Central Africa
 - Gabon
 - Zimbabwe
 - India
- Projects focus on 7 species of pangolin; the only species not currently addressed by a PC project is the Philippine pangolin.

Which pangolin species are you primarily working to protect? (Select all that apply.)

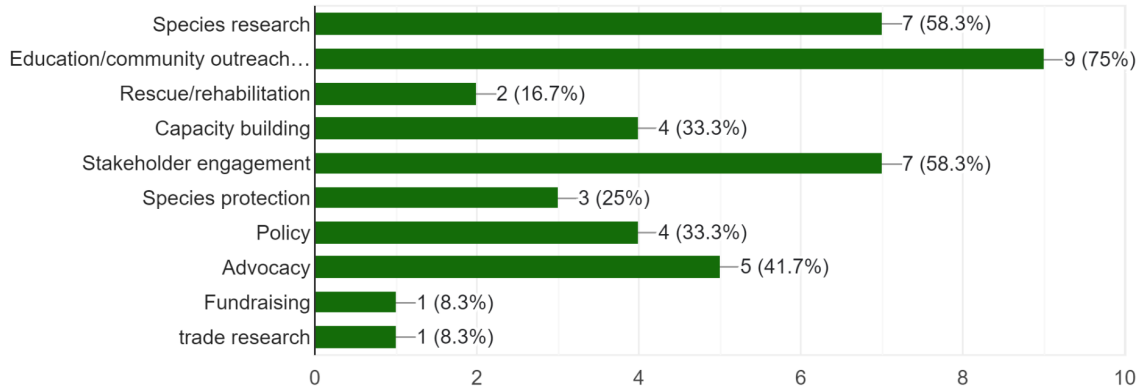
12 responses



- Pangolin Champions focus on a diverse array of project topics, with Education & Community Outreach, Species Research, and Stakeholder Engagement being the most popular (see figure below).

What do you focus on in your Pangolin Champion project? (Select all that apply.)

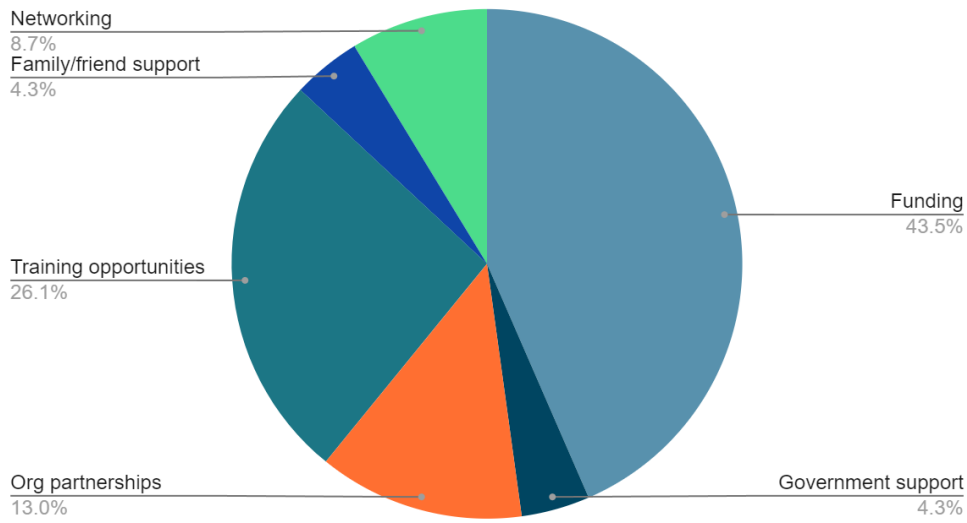
12 responses



Pangolin Champion Skills and Resources

- PCs bring to the program an existing set of skills and knowledge areas including (those in bold were mentioned by more than one PC): background in social science, **knowledge of research techniques**, **scientific background**, **knowledge about pangolins and their habitats**, communication skills, **knowledge of local language, culture, and laws**, collaboration, diplomacy, networking, **stakeholder engagement**, **education and outreach**, science communication, community engagement, **fundraising**, veterinary training, project management, law enforcement, field assessment, demand reduction, legal training, and event planning
- Funding is, by far, the most helpful resource to successfully carrying out pangolin conservation work (see chart below).

Most Helpful Resources to Pangolin Conservation Work



- Other helpful collaborators, in addition to Save Pangolins (most frequently mentioned in bold):
 - **IUCN SSC Pangolin Specialists Group**
 - Universities
 - Pangolin Crisis Fund
 - Wildlife Conservation Fund
 - Wildlife Conservation Network
 - Government agencies (parks, forests, wildlife, ministry of water, natural resources)
 - Local communities, police departments, field centers, wildlife rescue units, radio stations, and journalists
 - Regional WWF offices
 - African pangolin working group
 - MENTOR-POP (Progress on Pangolins)
 - International zoos
 - Young Southeast Asian Leaders Initiative

Pangolin Champion Challenges

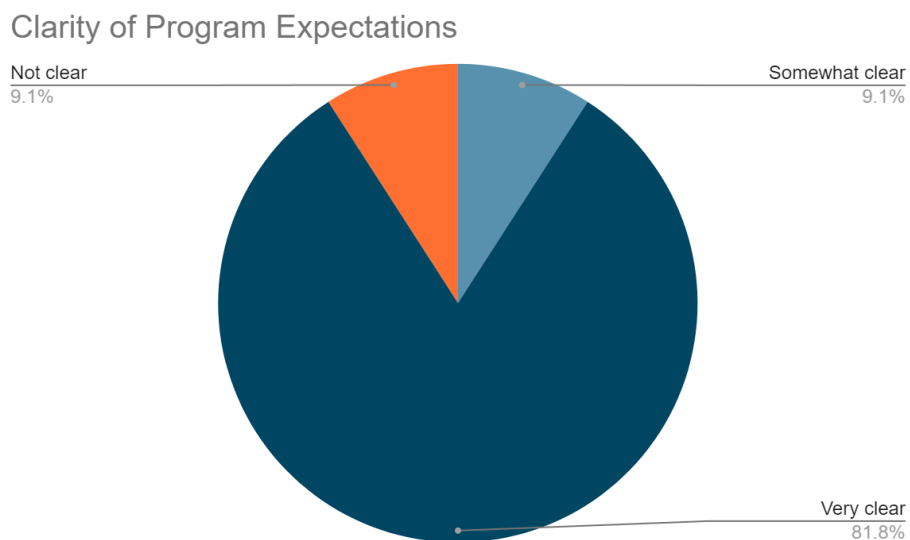
- We asked Pangolin Champions what their **BIGGEST CHALLENGES** in **WILDLIFE CONSERVATION** are in general. The most common responses were:
 - **Lack of funding (5)**
 - **Lack of collaboration (4)**
 - Bureaucratic barriers (2)
 - Staff and volunteer retention issues (2)
 - Challenges with behavior change (2)
 - Conservation not a priority (2)

- Other responses included: conflict within organizations, need to build team capacity, logistical challenges, lack of background research on target species, project site accessibility, time management issues, and being a female in the field
- Next, we asked Pangolin Champions what their **BIGGEST CHALLENGES** are in their **PANGOLIN CONSERVATION PROJECT** in particular. The most common responses were:
 - **Lack of funding (5)**
 - **Lack of time (3)**
 - Poaching (2)
 - Project site access (2)
 - Other responses included: lack of government commitment to projects, poor project documentation, logistics, COVID-19, lack of awareness of the problem, staff and volunteer retention, and lack of data
- These are the additional resources, support, knowledge, and skills required by Pangolin Champions to increase impact (bold responses were mentioned by more than one PC):
 - Equipment: **Camera traps**, vehicles, paid software applications, technology to detect illegal pangolin trade, radio tags, GPS trackers, mascot
 - Connections: **Networking**, experts willing to assist pro-bono, more exposure to philanthropists, streamlined reporting criminal activity to authorities, international collaboration, community relationships, mentorship from experts, access to key local stakeholders, increased engagement with government officials, other local conservationists to collaborate with
 - Training: **Fundraising, time management, English language, statistical/qualitative analysis, project management, digital/social media marketing, science writing, policy and advocacy**, grant writing, data management, population monitoring methods, organizational resilience, monitoring and evaluation, leadership, behavior change, storytelling, public speaking, wildlife occupancy modeling, website development
 - Data: Rescue and rehabilitation of confiscated pangolins, more research on target species

- Other: More encouragement, recognition, and recommendations for future opportunities
- Areas in which PCs indicated no prior training (in order of response frequency):
 - Fundraising and donor relations (8)
 - Program monitoring, evaluation and learning (4)
 - Stakeholder engagement (3)
 - Current trends and best practices in field of wildlife conservation (2)
 - Understanding of context (historical/ political/ cultural) of conducting work in your project's geographic area(s) (2)
 - Leadership skills (2)
 - Networking (2)
 - Project planning, implementation and management (1)
 - Communication, education and storytelling (1)
 - Advocacy and behavior change campaigns (1)

Pangolin Champion Program Assessment

- 58% of PCs were 'very satisfied' with their experience in the program at the time of the survey. 42% were 'satisfied.'
- There was a wide range of responses to the question: How clear are the expectations of the Pangolin Champions program?



- Pangolin champions expressed **some dissatisfaction** in the following areas:
 - Interactions with fellow PCs
 - Networking opportunities beyond the program
 - Training & capacity building opportunities
- Pangolin Champions expressed **general satisfaction** in the following areas:
 - Support from Save Pangolins
 - Working with Save Pangolins staff
- Select quotes that demonstrate Save Pangolin’s impact on the conservation projects of the Pangolin Champions:
 - “The support from this program has brought about a fresh approach to conservation.”
 - This [program] helped me to do some of the research and data collection that I wanted for long. And also it unlocked some other opportunities to continue my work.”
 - “Pangolin Champions allowed me to get up and start my action in a concrete and organized way in my country for pangolins.”
 - “It helped me to start surveying for pangolins when I had no resource or capacity to initiate a study. Whatever little contribution we did so far in pangolin conservation was all because of this program.”
 - “[This program] helped me to develop new skills and improved existing skills.”
 - “I might not have started a pangolin project if the program had not provided the opportunity.”
 - “This funding has been crucial in conducting fieldwork for my project”.
- Skills Pangolin Champions have gained from participation in the program include:
 - Networking (3)
 - Monitoring and evaluation (2)
 - Collaboration (2)
 - Ability to mobilize people and assert my leadership in pangolin conservation
 - Management skills
 - Tropical Forest Landscapes Conservation
 - Restoration & Sustainable Use

- Conservation genetics
- Project planning
- Research skills
- Grant writing
- Pangolin handling science
- Select quotes on Pangolin Champions' greatest achievements during program participation:
 - "My greatest achievement is telling the pangolin story to people who did not know the extent of the problem."
 - "Engaging more and more pangolin stakeholders in my country, developing new education and public awareness activities and opportunity to collaborate with many pangolin conservation community."
 - "Our work was accepted and published in the Oryx Journal of Conservation last year. I also procured a grant from Pangolin Crisis Fund as a Pangolin Champion."
 - "I have a whole army of people behind me now mobilized for the protection of pangolins."
 - "Testing the use of eDNA in monitoring tropical African pangolin species"
 - "A better understanding of pangolin rescue process and law enforcement"
 - "Graduated from Yale School of environment program"
 - "Started pangolin trade research in Hong Kong"
- Greatest strengths of the Pangolin Champions program:
 - Brings together like-minded conservation leaders
 - Diversity of participants
 - Knowledgeable, understanding, and passionate staff
 - Networking opportunities
 - Financial support
 - Moral support
- How Save Pangolins can better support Pangolin Champions:
 - One-on-one mentoring (2)
 - More skills trainings (2)
 - More financial support
 - Clear understanding of program expectations

- Organizing an in-person meeting
 - More networking
- How Pangolin Champions can better support each other:
 - Communicate more to share challenges, successes, ideas, skills, etc. (6)
 - In-person meetings (5)
 - Exchange visits to project areas (2)
- All Pangolin Champions are 'very likely' to recommend the program to colleagues.