

# ANNUAL REPORT 1999



**There's only one living planet  
and that's why we count.**



WORLD CONSERVATION  
MONITORING CENTRE

# ABOUT THE WORLD CONSERVATION MONITORING CENTRE

Biodiversity is fundamental to the quality of life of present and future generations. It feeds us, clothes us, heals us, warms us, houses us and presents a perspective on our place and responsibilities in the living world. At WCMC we strive to be the most compelling source of policy-relevant biodiversity information for planners and decision makers concerned about conservation and sustainable development.

WCMC delivers a very wide range of information services and products. Our independent, objective reports and science-based services are made possible through partnerships and networks worldwide.

The Centre is particularly proud to be closely associated with three key environmental organisations: IUCN – The World Conservation Union, the World Wide Fund for Nature, and the United Nations Environment

Programme. These three agencies have supported the Centre's development since it was established as an independent organisation in 1988.

The Centre's users include governments, environmental organisations, the secretariats of international treaties and other intergovernmental initiatives, United Nations agencies and the private sector. Extensive and freely available information services are also provided on the Internet, through publications, and through an enquiries service.

The Centre's sources of data are extensive, and our relationships with data suppliers are sustained through application of a set of ethical principles to guide our use, custodianship and ownership of data.

As understanding of the importance of biodiversity to sustainable development spreads, WCMC works with existing institutions in the developing world to

build their capacity to deliver information services to policy-makers. Training programmes are available to all countries, and WCMC encourages other institutions to adopt and extend its training materials.

WCMC is an independent, non-profit organization registered as Charity Number 328044 in the United Kingdom.



WORLD CONSERVATION  
MONITORING CENTRE

Founded by:

**IUCN**  
The World Conservation Union



**WCMC PROVIDES INFORMATION SERVICES ON CONSERVATION AND SUSTAINABLE USE OF THE WORLD'S LIVING RESOURCES AND HELPS OTHERS TO DEVELOP INFORMATION SYSTEMS OF THEIR OWN.**





## FOREWORD BY THE CHAIRMAN

**Rudolph Agnew**

This year has been extremely important for WCMC, and we have taken key decisions that will take the Centre in new directions. In the margins of the April 1999 meeting of Commission on Sustainable Development, we announced that UNEP and IUCN, with the encouragement of the UK Government, would co-operate in reconstituting WCMC as a new UNEP world biodiversity information and assessment centre. At that meeting almost 100 people took part in a panel discussion addressed by the UK Environment Minister, Michael Meacher, the Executive Director of UNEP, Klaus Töpfer, and the Director General of IUCN, Maritta Koch-Weser.

Our target date is 1 July 2000, and I am confident that next year I will be able to report on the new arrangements for WCMC as part of the United Nations. Meanwhile, we have been busy supporting our colleagues in government and UNEP as they take forward their discussions. Both WWF and IUCN have chosen to strengthen their programme links with the Centre, but to play no further role in governance.

UNEP established an international Transition Task Force that prepared clear recommendations under the able

chairmanship of Sir Martin Holdgate. In parallel we have held open consultations with multinational businesses, and with the research and NGO communities. A key message is that WCMC must continue to serve a wide range of users, and this we fully intend to do.

To do it well we must retain and enhance the Centre's independence of thought, scientific credentials and flexibility. Klaus Töpfer wants the Centre to operate as a semi-autonomous unit, fulfilling a key assessment role for UNEP, but at the same time serving the needs of many others. There are plans to create a Scientific Advisory Council to guide the Centre's work and operations. I welcome these proposals; they will enhance the Centre's strengths while adding new opportunities.

I have been enormously impressed by the energetic and thoughtful support that so many of you have given to us during the past year. Your efforts will bear fruit, and your advice and experience will be fully taken into account in the new WCMC. Likewise, I should pay tribute to the staff, who have steadfastly continued to provide exemplary service during this period of transition.



**Rudolph Agnew**  
*Chairman, WCMC*

### WCMC BOARD

<i>Chairman</i>	Mr Rudolph Agnew
<i>IUCN Nominees</i>	Prof. Adrian Phillips CBE Mr Jean Thie
<i>UNEP Nominees</i>	Mr Adnan Amin Prof. Reuben Olembo
<i>WWF Nominees</i>	Dr Claude Martin Dr Robin Pellew
<i>Independent</i>	Sir Martin Holdgate CB Mr Rodney Chase
<i>Company Secretary</i>	Dr Mark Collins



## REVIEW OF ACTIVITIES

**Mark Collins, Chief Executive**

As the Chairman has indicated, this has been a very eventful year for the Centre, but amongst all the excitement about joining the United Nations the programme staff have remained highly committed to service and research. Over 125 projects were undertaken, covering a wide variety of biodiversity assessment, information services, training and capacity building. Enquiries doubled during the year too, and usage of our ever-popular web site substantially increased. During the coming year we will overhaul the web site, and establish new ways in which our users can interact with the Centre.

### *Monitoring Biodiversity and Protected Areas*

Former Yugoslavia and Bulgaria share an important centre of European biodiversity, and the recent crisis in the Balkans led to fears for the wildlife and environment as well as the people. A WCMC scientist joined the UNEP/UNCHS Balkans Task Force mission to assess the damage to biodiversity in protected areas of Yugoslavia. Information products and reports from this work are located at <http://www.grid.unep.ch/btfl>

Indicators are a vital tool in monitoring, but for biodiversity they remain elusive and controversial. Pioneering biodiversity indices produced for the WWF *Living Planet Report* generated the first quantitative global trend information for species populations in marine and inland water environments. The method has been applied to terrestrial habitats in OECD countries, in collaboration with RIVM. Work is now underway to collate a greatly enlarged sample, with more emphasis on terrestrial species, for future editions of the *Living Planet Report*.

In continuing efforts to make information and tools for monitoring available over the Internet, WCMC has launched an Indian Ocean Marine Turtle Nesting Database (<http://www.wcmc.org.uk/marine/mturtle>), in collaboration with the Convention on Migratory Species (CMS). While providing a baseline for monitoring, the site is interactive and encourages users to add new information from their experience.

Protected areas work has grown, and a major upgrade of that database will be ready early in 2000. Key collaborators remain IUCN/WCPA and UNESCO (MAB and the World Heritage Centre). With

IUCN the focus has been to develop the concept of Protected Areas Resource Centres, and methods to improve the quality of data on park management. As before, support to World Heritage has included preparing information sheets on nominated sites, evaluating nominations, and updating and maintaining the World Heritage Information Network. A comparison of site-related data requirements for European Directives and Ramsar Convention reporting has helped to fine-tune our data standards.

Our knowledge base has been improved by research into protected areas in Central America, where civil society participates very actively in biodiversity conservation. The global protected areas database is proving invaluable in meeting the WWF/World Bank Forest Alliance's need to develop and implement a system to track progress against the Alliance's targets for forest protection.

### *Assessments of Biodiversity*

New assessments of global biodiversity continue to identify priorities for action. Our research always involves partners from around the world and, once the reports are published, the data are





## REVIEW OF ACTIVITIES (continued)



The WCMC display at CSD7 in New York, April 1999 explaining WCMC's relations with UNEP in the past, present and future.

integrated into our information services. This year our report, *Succulent Plants in Trade from the Wild*, commissioned by DETR, drew on information from both IUCN/SSC and the CITES Trade Database. It demonstrated that while trade in CITES listed succulents is increasing substantially, the quality of reporting remains low.

In 1998 WCMC began a collaborative programme to assess the impact of climate change on biodiversity. Addressing both species and ecosystem diversity, emerging projects look at Arctic water birds and coral bleaching, as well as impacts on forests, coastal wetlands and small islands. The Centre organised an international workshop in September 1999 in collaboration with WWF, RSPB and English Nature, and will soon publish the results.

The Centre has led or contributed to several marine assessments. In line with international priorities, coral remains a focus, and new databases have been established on coral bleaching and the occurrence of coral diseases, both issues linked to global climate change. Our research has also identified increased



## REVIEW OF ACTIVITIES (continued)

trade in live coral, but the damage is believed to be minor compared with the impacts of reef mining and dynamite fishing. A focus on assessments of world seas has led to extensive updating of coastal environmental features in the Baltic, Black and Mediterranean Seas, and new maps are under development for the Caribbean and Gulf of Mexico. Information management contributions have been made to workshops in Viet Nam, to South Pacific coastal managers, and at a meeting on remote sensing, mapping and monitoring of coral reefs, organised by NOAA and ICLARM.

The quality of data on forest biodiversity and protection has improved through work for the FAO Forest Resources Assessment 2000, which will include a global dataset on protected forests. The project will research indicators of forest biodiversity; global ecological zone and land cover classification. In addition, we have begun to compile data on forest concessions in at least six countries. Concession maps will be disseminated to governmental and non-governmental organisations in-country, and an Internet site holding maps and links to corporate information will be made available.

The Tropical Montane Cloud Forest initiative has entered its second phase, aiming to build and strengthen networks of conservation and research organisations worldwide; generate products to raise awareness; and to develop strategies for montane forest conservation within national and international development and environment plans.

In collaboration with CABI, CIFOR, EFI, FAO, JRC, and OFI, WCMC continued to contribute to developing an Internet-based *Global Forest Information Service* (GFIS), under the aegis of the International Union of Forestry Research Organisations (IUFRO). The third meeting of the Intergovernmental Forum on Forests in Geneva in May endorsed the GFIS concept.

Collaboration with WWF-Netherlands has been strengthened, with staff researching and producing maps of gorilla distribution for in-country planning purposes, and of sea turtles for fund-raising and education. Supported by WWF-Netherlands, the WWF Freshwater Campaign commissioned WCMC to research, design and produce a poster illustrating issues in freshwater biodiversity conservation. A

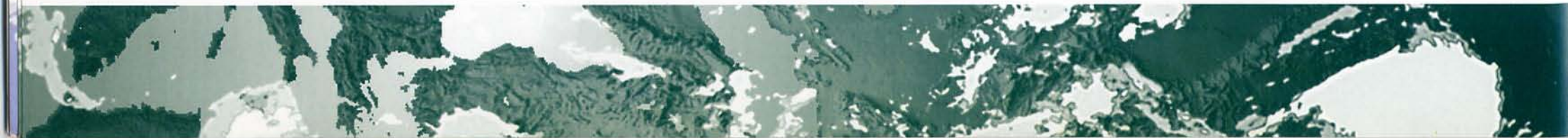
Portuguese translation was released in Brazil to great effect.

The latter half of the period was largely devoted to planning and early production stages of *Global Biodiversity*, conceived as a revised and redesigned follow-up of the 1992 book on this subject. This was carried out with much-valued support from the Hoechst Foundation, as was a parallel project researching biodiversity data for a companion book, *Life Counts*, by a team of journalists working from Germany.

### *Services to Treaties and Intergovernmental Processes*

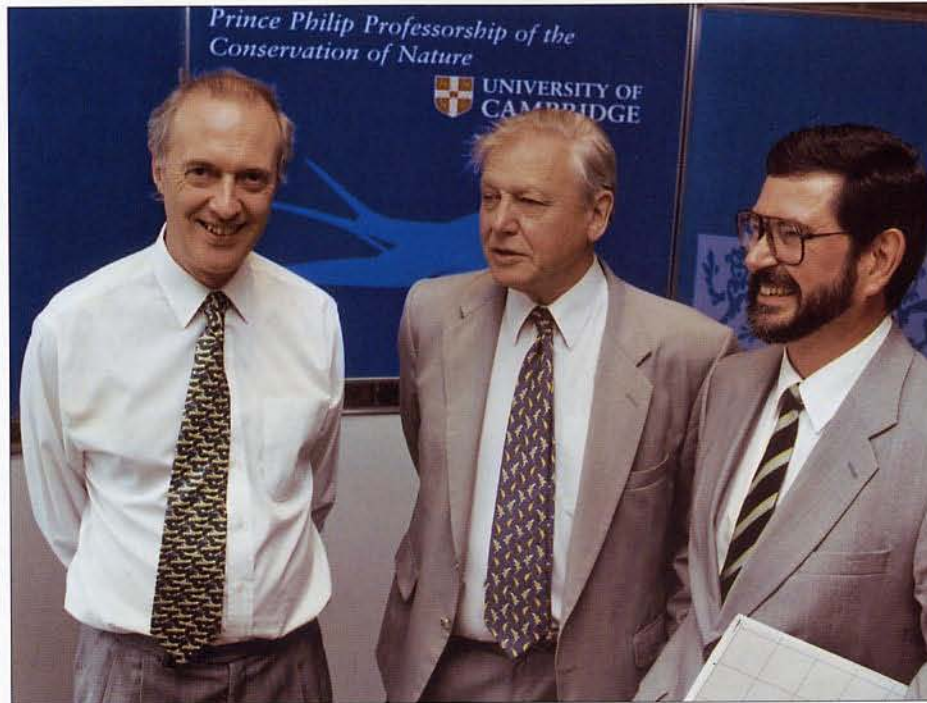
For many years WCMC has been working to support the implementation of international agreements, key tools to ensure that nations work towards shared goals in biodiversity conservation, at national and international levels. WCMC has continued to work with the Secretariats of the five global biodiversity-related treaties on harmonisation of information management, reporting requirements and data management.

Direct support on information management has been provided to CITES, the





## REVIEW OF ACTIVITIES (continued)



*Professor Malcolm Burrows, David Attenborough and Mark Collins helping to launch Cambridge University's appeal to create the Prince Philip Professorship of the Conservation of Nature.*

World Heritage Convention and an information management plan prepared for the CMS. At the national level, WCMC has supported agencies reviewing implementation of the Convention on Biological Diversity (CBD), assessing the extent to which national monitoring programmes meet international reporting needs, and developing the CBD Clearing-House Mechanism. Following the work at the national level, WCMC is now working with the Secretariat and several contracting parties to develop a new approach to reporting on implementation of the Convention which will be presented to the next Conference of the Parties.

Throughout the year WCMC has worked on web-based information services for CMS, CITES and World Heritage, as well as maintaining a strong interest in development of the CBD Clearing-House Mechanism. WCMC continues to support the implementation of the EU Wildlife Trade Regulation through technical advice to the Scientific Review Group and via web-based information services.

WCMC has provided advice to the GEF Secretariat to develop programme indicators for its biodiversity projects.



## REVIEW OF ACTIVITIES (continued)

### *Information Services*

During the year WCMC welcomed about 2,400 visitors to the premises. These visitors use the tacit knowledge of our experienced staff, and consult our paper-based information, as well as searching our electronic databases. In addition, over 11,000 information enquiries were fielded. Of these enquiries, 7,800 came by email, 2,500 by telephone and 780 by letter or fax. These statistics speak volumes about the value of the Centre to people worldwide. With the addition of visitors via the Internet the service becomes truly impressive.

The Internet is an increasingly important delivery route for our information. Use of the WCMC web site doubles every 10 months, with more than 50,000 people downloading over five gigabytes of data every month. We have used the latest technology to enable Internet users to create maps dynamically to meet their own specialist needs. A series of prototypes has been developed, including products for the Mediterranean, World Heritage Sites, marine turtles and Arctic birds. Further web-based products will be released soon.

Over 35,000 records from the 1997 *IUCN Red List of Threatened Plants*, have now been made available on the Internet in searchable format. The database (<http://www.wcmc.org.uk/species/plants/overview.htm>) may be queried by geography, taxonomy or threat status.

### *Training and Capacity Building*

WCMC continued to take part in international training programmes, this year in partnership with the University of Hull's MSc in Global Biodiversity Monitoring, the World Bank/GEE, the Commonwealth Secretariat, the Conservation Foundation and the Royal Botanic Gardens at Kew. Of special note was a joint workshop with the UNESCO World Heritage Centre at which a new world network of eleven key wildlife training colleges was formed. A major advance in emergency environmental information training was taken with our first Internet Map Server Course held with IPIECA and Oil Spill Response Ltd. The year also saw groundwork on several key training tools due for launch in 2000; an Internet virtual campus emphasising conservation applications of geographical information systems, and regionally tailored biodiversity datasets.

Funding was received from the Darwin Initiative for a project to run from 1999 to 2002: Conservation and Cultivation of Medicinal Plants in Ghana. The project includes input from a range of British and overseas partners.

### *Knowledge Management Services*

WCMC mobilises biodiversity data and information to meet the needs of decision makers, researchers, general public and those of WCMC itself. WCMC has continued to work with data suppliers and networks, particularly the Biodiversity Conservation Information System (BCIS) to develop and identify best practices and implement these throughout our data suppliers' networks. WCMC has worked closely with IUCN/SSC to produce the *IUCN Red List of Threatened Species* for 1999, adding around 20,000 new or updated records. This project exemplifies implementation of the BCIS principles. WCMC has also developed a metadatabase detailing BCIS's data holdings.

WCMC continues to develop agreements with its suppliers to maintain and increase the integrity and quality of data and information holdings at the global





## REVIEW OF ACTIVITIES (continued)

and regional level. Increasingly we help countries by repatriating data, providing information either via the Internet or directly to national institutions to help build their capacity. For example, the Wildlife Institute of India has been able to receive the latest digital version of India's protected areas thus improving their capacity to advise national and international agencies on wildlife issues.

### *Investors in People (iP)*

WCMC made the commitment to iP in December 1997. The Centre made much headway in line with the strict criteria laid down by the Investors in People indicators and in October 1999, the adjudicating panel approved the assessor's recommendations for WCMC's accreditation as an Investor in People. This award recognises that WCMC consists of a highly motivated and committed workforce, who thrive in an organisation that is keen to develop and encourage them to achieve satisfaction in their work and an awareness that they have contributed to its continuing success.

### *Contributions to the Community*

WCMC is determined to contribute to the local Cambridge community and,



*WCMC is now officially recognised as an Investor in People.*

in particular, to implement the principles of Agenda 21. Our Green Action Plan focuses on transportation and we are a founding member of the Cambridge Cycle-Friendly Employers Scheme. Staff monitor the diversity of wildlife and energy usage on site, and we are investigating a formal environmental management audit.

The Centre is a founder member of the Cambridge Conservation Forum, which draws local conservation researchers together. WCMC is a member of the Cambridge University Committee for Interdisciplinary Environmental Studies and currently holds the chair of the Sustainable City LA21 Executive.





## NETWORKING AND INTERNATIONAL RELATIONS

WCMC has an international staff employing professionals from Africa, Asia, Europe, and Latin and North America. Through these staff and their expertise, we have built up successful programmes that have enabled us to disseminate our information and services widely.

As well as having IUCN, WWF and UNEP as its partners, WCMC works with a host of other organisations worldwide. A selection of recent project partners is listed below.

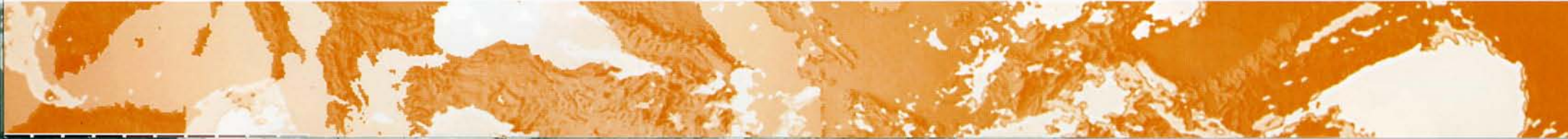
### International/Regional Organisations

- Botanic Gardens Conservation International
- BirdLife International
- British Council
- CABI
- Center for International Forestry Research (CIFOR)
- Commonwealth Secretariat
- Convention Secretariats: Bern, CBD, CITES, CMS and related Agreements, Ramsar, World Heritage
- CAFF (Conservation of Arctic Flora and Fauna)
- European Environment Agency
- European Centre for Nature Conservation
- European Forest Institute
- European Commission
- EU Joint Research Centre
- FAO
- Fauna & Flora International
- Global Environment Facility
- International Centre for Integrated Mountain Development

- International Center for Living Aquatic Resources Management (ICLARM)
- International Institute for Environment and Development
- International Tropical Timber Organization,
- IUCN Regional Offices
- International Union of Forestry Research Organizations (IUFRO)
- SPREP, Western Samoa
- TRAFFIC International
- University of East Anglia, Climate Research Unit
- UNEP Regional Offices
- UNESCO
- World Resources Institute
- Wetlands International,
- WWF International and its National Offices and Programmes

### National Conservation and Research Organisations

- African Centre for Technology Studies, Kenya
- Africa Resources Trust, UK
- Albertine Rift Conservation Society, UK
- Asian Institute of Technology, Thailand
- Asociación Centro de Estudios y Acción Social Panameño, Panamá
- Association Nationale pour le Gestion des Aires Protégées, Madagascar
- CATIE, Costa Rica.
- Centre de Suivi Ecologique, Sénégal
- Centre for Remote Sensing and Geographical Information Systems, Ghana
- Centre National de Télédétection et de Surveillance du Couvert Forestier, Benin
- College of African Wildlife Management, Tanzania
- Comité National de Télédétection et d'Information Géographique, Côte d'Ivoire
- CONABIO, Mexico
- CONAF, Chile
- Conservation Foundation, UK
- Earthwatch, UK & USA
- Ecole de Formation des Spécialistes de la Faune, Cameroon
- Econatura, Venezuela
- English Nature, UK
- Environmental Resources Centre, Côte d'Ivoire
- Fundación Habitat, Argentina
- Fundación Natura, Ecuador
- INBIO, Costa Rica
- JNCC, UK
- Makerere University, Institute of Natural Resources Management, Uganda
- Moscow State University, Russian Federation
- National Botanical Institute, South Africa
- Natural History Museum, UK
- NASA, USA
- NOAA, USA
- Oxford Forestry Institute, UK
- Raleigh International, UK
- Rijksinstituut voor Volksgezondheid en Milieu (RIVM), The Netherlands
- Royal Botanic Garden, Edinburgh, UK
- Royal Botanic Gardens, Kew, UK
- Royal Society for the Protection of Birds, UK
- Russian Institute for Nature Conservation, Russian Federation
- Southern African Wildlife College, South Africa
- University of Cambridge, UK
- University of Ghana
- UNAM, Mexico
- Wildlife Institute of India, India.





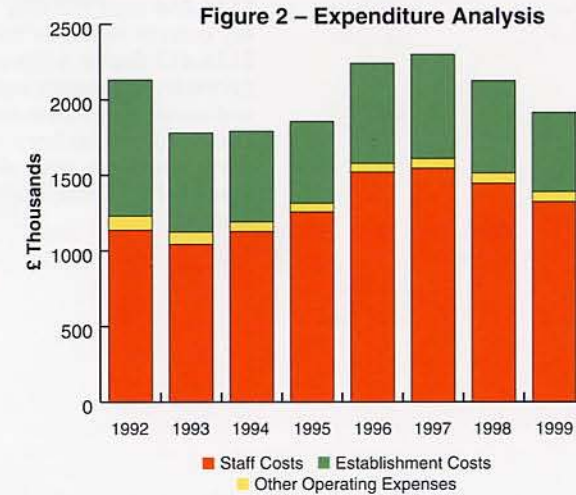
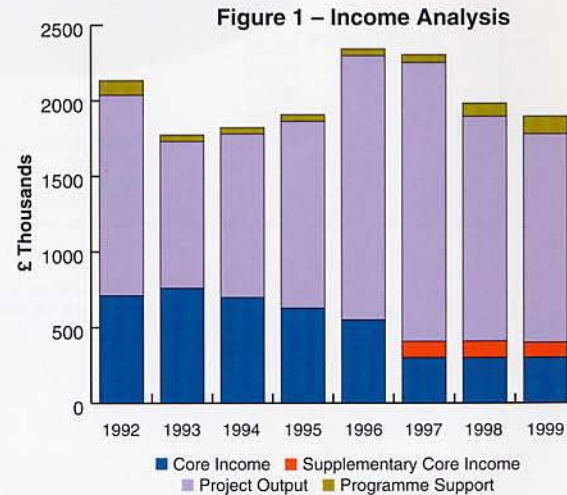
## FINANCIAL REPORT

Financial management has remained strong through this eventful year for WCMC. The decision by UNEP, IUCN and the Government of the UK to cooperate in reconstituting WCMC as a new UNEP world biodiversity information and assessment centre is anticipated to come into effect on 1 July 2000. During the period of transition the Centre has adopted a flexible and prudent approach to budgeting due to

uncertain sources and amounts of core funds. During the period under report, additional financial support from UNEP and the UK Department of the Environment, Transport and the Regions (DETR) was helpful.

Overall capacity was reduced slightly during the period, and income fell by 5% (Figure 1). Expenditure on unrestricted activities was tightly

controlled and came in 6% under budget. Total expenses were over £200,000 less than the previous year (Figure 2) and the net effect was a small deficit of £18,042 on a turnover of £1.9 million. However, the budget was designed to yield a surplus of £50,000 to fund repayment of capital on the building and the effect of not achieving this has reduced much-needed working capital.

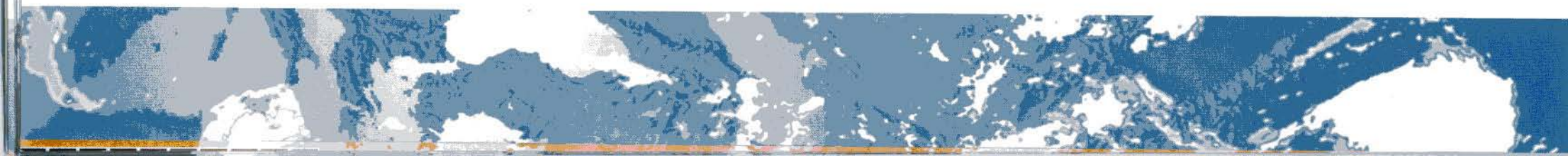
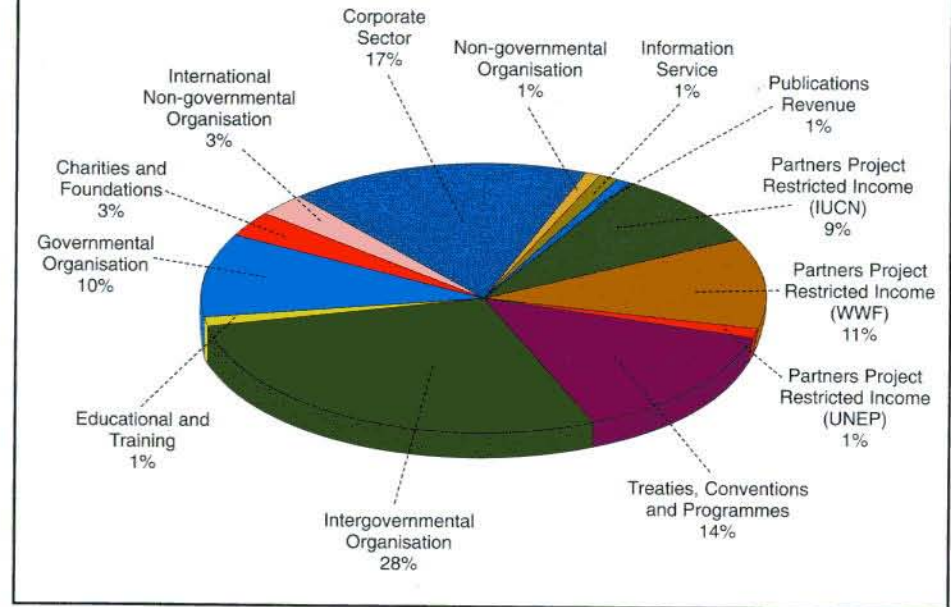




A breakdown of project-restricted income for the 1999 financial year is given in Figure 3. Income from intergovernmental organisations increased sharply from 15% in 1998 to 28% in 1999, whilst income from the corporate sector increased by a further 3%. Restricted project income from the partners also showed a small increase of 2%. However, income from governmental organisations was disappointing with a reduction from 20% in 1998 to 10% in 1999.

The balance sheet which follows shows some encouraging trends. The continued reduction in work in progress and the substantial increase in restricted credit balances gave a net improvement of £133,260 over the year. Unfortunately net current liabilities increased by £126,432 during 1999 and it was necessary to support operations with additional short-term working capital. The cashflow has been well managed during the year, with all long-term mortgage and other debtors serviced as needed.

**Fig. 3: Sources of Project-Restricted Income**  
Amounts invoiced in Financial Year 1998/1999





## FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 1999

### INCOME AND EXPENDITURE ACCOUNT

	1999	1998
<b>Income</b>		
Core income from partners	300,000	300,000
Supplementary core income	100,000	108,664
Programme support	<u>116,910</u>	<u>86,216</u>
	516,910	494,880
Restricted project income	<u>1,377,763</u>	<u>1,486,058</u>
	<u>1,894,673</u>	<u>1,980,938</u>
<b>Expenditure</b>		
Personnel	1,323,238	1,445,293
Travel	93,384	120,993
Operational	99,306	104,170
Marketing and outreach	12,703	10,564
Establishment	65,573	68,058
Office supplies & computer costs	88,363	102,004
Professional services	18,474	29,611
Depreciation	91,579	122,234
Irrecoverable VAT	60,393	49,199
Interest and bank expense	2,542	<u>8,687</u>
	<u>1,855,555</u>	<u>2,060,813</u>
<b>Operating surplus/(deficit)</b>	39,118	(79,875)
Interest payable	<u>(57,160)</u>	<u>(63,512)</u>
<b>(Deficit) on ordinary activities for the period</b>	<u>(18,042)</u>	<u>(143,387)</u>

### BALANCE SHEET

	1999		1998	
	£	£	£	£
<b>Fixed assets</b>				
Tangible assets		1,735,201		1,676,811
<b>Current assets</b>	554,963		523,727	
<b>Less current liabilities</b>	<u>741,687</u>		<u>584,019</u>	
<b>Net current assets</b>		<u>(186,724)</u>		<u>(60,292)</u>
		1,548,477		1,616,519
<b>Less: long-term liabilities</b>				
Bank mortgage loan		<u>700,000</u>		<u>750,000</u>
<b>Net assets</b>		<u>848,477</u>		<u>866,519</u>
<b>Representing:</b>				
Partners' contribution to New Building		513,205		513,205
<b>Income and expenditure account</b>				
Opening balance	353,314		496,701	
(Deficit) for period	<u>(18,042)</u>		<u>(143,387)</u>	
		<u>335,272</u>		<u>353,314</u>
		<u>848,477</u>		<u>866,519</u>



## SPONSORS

**Annand and Mustoe (Architects):** financial support.

**Barclays Bank plc:** financial support.

**BP-Amoco:** support for establishment of a cluster of activities in Biodiversity and Climate Change.

**British Airways, Assisting Conservation:** provision of flight vouchers and support for information services.

**British Council:** training support.

**CISCO Systems:** development support of WCMC's network.

**Darwin Initiative:** project work support.

**Dulverton Trust:** support for improvements in integration of databases and a pilot study of private initiatives in conservation.

**Government of The Netherlands:** sponsorship of a Russian scientist exchange on the Arctic species information database.

**enet Systems Ltd:** development support of WCMC's information systems.

**Environmental Systems Research Institute Inc:** support for WCMC's GIS.

**Hoechst Foundation:** funding of research and publications.

**International Petroleum Industry Environmental Conservation Association:** maintenance, support and enhancement of WCMC's Biodiversity Map Library.

**Lasmo plc:** sponsorship of placement students at WCMC.

**MacArthur Foundation:** support of WCMC's work on forest management.

**Novell:** development support of WCMC's information systems.

**Owen Foundation:** support for publications.

**Peters, Elworthy and Moore:** financial support.

**Rio Tinto:** sponsorship of WCMC's information services; support in the development of the Centre's programme of activities and future work.

**The Salters' Company:** sponsorship of placement students at WCMC.

**Sun Microsystems:** development support for WCMC's information systems.

**UK Department of the Environment, Transport and the Regions:** sponsorship of a review of the Centre's work.

**Unilever:** development support of the Centre's information service.

**WWF:** support of various major initiatives and programmes.





**Staffing at WCMC during 1998/1999**

During this period there have been 10 resignations and one redundancy. Five appointments have been made, two of which were new positions. The staff list reflects the ratio of professional staff (including the specialist advisors), to technical and administrative support as 2.5:1. The ratio of male to female staff is 3:2. Recently, we have added to our international staff and now have ten people from overseas (including special advisors).

**Directorate**

Chief Executive	Mark Collins
Head of Finance	Lynn Kisielowski
Head of Personnel	Denise Rowlings
PA to the Chief Executive	Angela Wacker
Secretarial Assistant	Gillian Warltier
Accounts Officer	Verity Saunders
Site Officer and Receptionist	Stuart Douglas

**Biodiversity Monitoring and Assessment**

Director	Tim Johnson
Coordinator, (Animals)	Brian Groombridge
CITES Trade Database Manager	John Caldwell
Senior Research Officer, Trade	Tim Inskipp
Head of Plants Programme	Harriet Gillett
Trade Development Officer	Gerardo Fragoso
Biodiversity in Development Officer	Monica Brett
Senior Research Officer, Forests	John Mayhew
Research Officer, Forests	Charlotte Lusty
Research Officer, Animals	Neil Cox
Head of Protected Areas	Jerry Harrison
Regional Programme Officer, Latin America and Caribbean	Javier Beltrán
Regional Programme Officer, Africa	Sam Kanyamibwa
Arctic Conservation Analyst	Igor Lysenko
Head of Marine and Coastal Programme	Edmund Green
Research Officer, Marine	Mark Spalding
Research Assistant – Animals	Janina Jakubowska
Research Assistant – Protected Areas	Alistair Taylor
Research Assistant – Forest Programme	Rabi Singh Thapa
Research Assistant – Wildlife Trade	Jonathan Harwood

Research Assistant – Forest Programme  
 Research Assistant – Plants and Trade  
 Placement Student – Protected Areas  
 Placement Assistant – Trade and Plants  
 Placement Student – Marine  
 Placement Student – Animals  
 Administrator  
 Administrator  
 Secretarial Assistant

Stephen Grady  
 Gemma Smith  
 Olivier Chantereau  
 Edward Coney  
 Rachel Donnelly  
 Anna Morton  
 Julie Reay  
 Heather Cross  
 Susan White

**Knowledge Management**

Acting Director  
 Unix Officer  
 PC Support Officer  
 Internet Services Manager  
 GIS Coordinator  
 PC Support Assistant  
 Technical Officer, GIS  
 Technical Officer, GIS  
 Technical Officer, GIS  
 Placement Student – GIS  
 Technical Officer

Nick Teall  
 Jenny Smith  
 Rod Underwood  
 Phillip Fox  
 Jonathan Rhind  
 Phil Mansfield  
 Simon Blyth  
 Mary Edwards  
 Corinna Raviliouis  
 Ian May  
 Esther Byford

**Information Services**

Information and Marketing Coordinator  
 Information Officer (long term sick leave)  
 Librarian/Information Scientist  
 Business Development Manager  
 Information and Marketing Assistant  
 Placement Student – Information Services

Laura Battlebury  
 Jo Taylor  
 Mary Cordiner  
 Will Rogowski  
 Laura Nicholls  
 Daniel Humphrey

**Special Advisors**

Arctic /Climate Change  
 Data Management  
 Development Strategy  
 Metadatabases/database design  
 Species Conservation  
 Forest Ecology  
 Training and Education  
 Cloud Forests

Christoph Zöckler  
 Ian Crain  
 Colin Watkins  
 Gareth Lloyd  
 Martin Jenkins  
 Valerie Kapos  
 Kent Cassels  
 Philip Bubb





WORLD CONSERVATION  
MONITORING CENTRE

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