



## Woodtiger

# Bursary and Mentorship Report

Submitted by: Namibian Chamber of Environment

February 2018

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### **Overview:**

Namibia has made good progress in wildlife conservation since its independence in 1990. For example, the area under various categories of formal wildlife management has increased from about 15% to 45% of terrestrial Namibia, and national wildlife numbers have increased from about 2 million to 3 million animals. However, an area of major concern is human capacity – the young future biologists, scientists and managers needed to ensure that Namibia’s wildlife, conservation and environment protection is safeguarded and properly managed in the years ahead. Namibia’s colonial and apartheid history resulted in very unequal access to education. The pre-independence education system saw an investment of less than 10% per Black pupil compared to a White pupil at school level. At tertiary level the discrepancy was even worse. Since Independence in 1990, the government has invested heavily in education across the country, education being by far the largest component of the national budget at almost 23%, one of the highest in the world. Most of this investment goes into primary and secondary education, with tertiary education focussed on mainly the under-graduate level. There is an urgent need to build the skills of Namibians at the post-graduate level of particularly Honours and Masters degrees, so that young Namibians can engage effectively at more strategic, higher management and leadership levels. This is essential to safeguard the conservation gains achieved to date and to continue to grow and improve wildlife, conservation and environmental management in the country.

The Namibian Chamber of Environment (NCE) considers the investment in building capacity and skills in young Black Namibians as one of the most strategically important aspects of its work. This involves two components: (a) bursaries for promising, self-motivated students at Honours and Masters levels, combined with (b) good quality mentorship by prominent professionals who involve the students in their ongoing work and who give significant amounts of time to the students. To this end, the NCE has set up a bursary and mentorship programme, and we are delighted that the Woodtiger Fund is joining hands with us to significantly increase the impact of this initiative.



In November 2017, the NCE announced its environmental bursary programme and invited applications via its on-line system (<http://www.n-c-e.org/resource/nce-bursary-fund-application-form>). We received 45 applications. The assessment criteria are listed below. Six candidates were selected for the Woodtiger Grant, all female. This was not by design – they were just the best candidates. We like to see more professional women entering the wildlife and conservation sector, which has been male dominated in the past. As a nation, Namibia promotes gender balance across society: Namibia has one of the highest women representations in parliament (46%), placed 12<sup>th</sup> in the world in terms of gender balance – and this bursary scheme will help to achieve a better balance in the wildlife and conservation sector. All the bursary recipients are from previously disadvantaged backgrounds, i.e. Black Namibians.

### **The selection criteria:**

During the selection process, the NCE prepared and used an evaluation form and scored the applicants based on:

- Field of study
- Academic achievements to date;
- Financial need;
- Leadership potential and demonstrated achievements;
- Overall goals and future plans.

Meetings were held with successful applicants, specifically to explore internship and mentorship support, and bursary / intern / mentorship agreements were drafted, discussed and signed by each recipient.

### **Mentorship:**

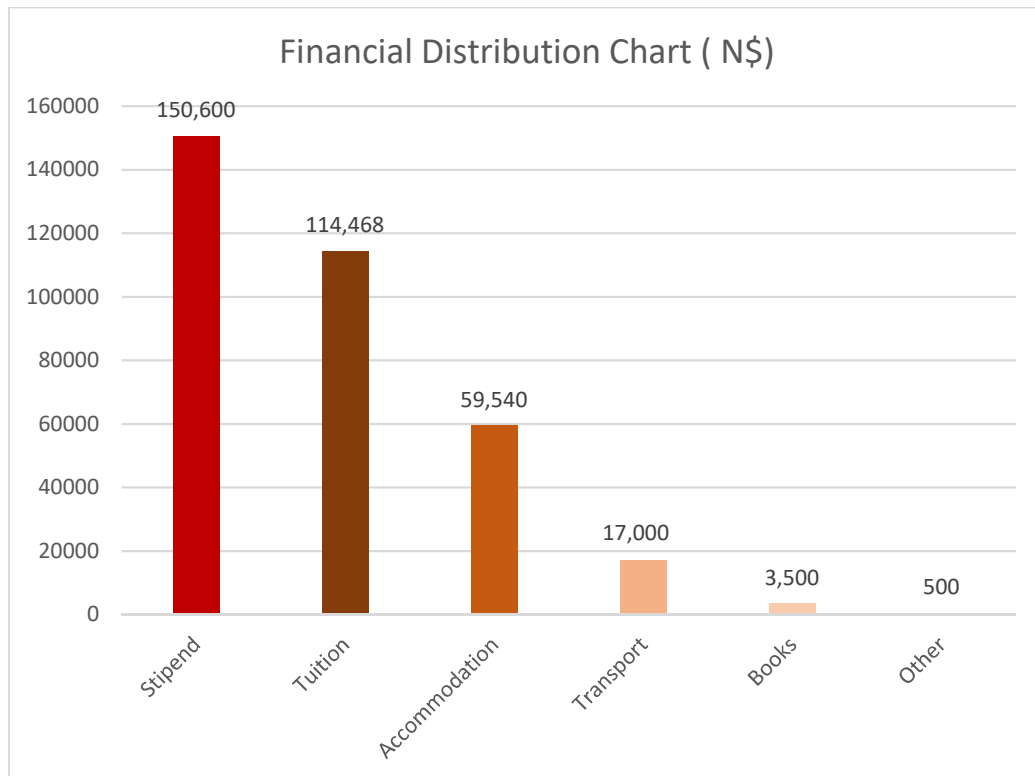
Mentorship arrangements are in place for four of the students thus far, including Alina Nambuli, Esleen Guriras and Lorenta Haraes, who started working at the NCE offices in January 2018. An internship and mentorship arrangements have been set up for Geovanna lipinge, starting in February 2018. The NCE is further explore projects and mentorship programmes for the other two successful students, which will start later in the year.

### **Financial Disbursement**

The NCE has committed N\$345,608 (99.2%) of the N\$348,432 received from Woodtiger for 2018. Of the total amount, N\$114,468 (33%) was allocated to tuition fees, paid directly to the respective academic institutions against an invoice with the student's name and student number (see Figure below). Other bursary support (accommodation, transport, books) amounted to N\$80,540 (23%); and N\$150,600 (43%) was allocated to internship stipends on project work during which mentorship support is provided.

The monthly stipends, accommodation, transport, etc are paid to the students on a monthly basis. NCE funding may be added to the stipend amount of some interns, e.g. to cover field work activities, e.g. Geovanna will be working on the floodplains of the Okavango near Rundu, so travel, field equipment and related expenses will be covered by NCE, as will the costs of her supervisor, to ensure she gets good mentoring in field data collection.





## Successful Applicants

### Esleen Guriras



Age:	21
Region:	Erongo Region
Studies:	Honours in Regional and Rural Development in the Natural Resources Management Faculty in the Namibian University of Science and Technology (NUST)
Institution:	Namibian University of Science and Technology (NUST)
Internship:	Yes
Mentor:	Dr Beat Weber (DW Namibia)
Project:	Community-based natural resources management, currently working in urban informal settlement areas

because of the convenience of building skills near the university, covering mapping & GIS, community interviews and consultation, project planning, implementation, analysis and report writing. Also covers issues such as solar energy, sanitation, with desk studies on rural-urban migration.

Total Amount Awarded: **N\$ 83,040**

Breakdown of funding:	Tuition Fees:	N\$ 29,040
	Internship Stipend:	N\$ 50,000
	Transport:	N\$ 4,000



### Alina Nambuli



Age: 20  
Region: Oshana Region  
Studies: Honours in Regional and Rural Development in the Natural Resources Management Faculty  
Institution: Namibian University of Science and Technology (NUST)  
Internship: Yes  
Mentorship: Dr Beat Weber (DW Namibia)  
Project: Community-based natural resources

management, currently working in urban informal settlement areas because of the convenience of building skills near the university, covering mapping & GIS, community interviews and consultation, project planning, implementation, analysis and report writing. Also covers issues such as solar energy, sanitation, with desk studies on rural-urban migration.

Total Amount Awarded: **N\$ 83,040**

Breakdown of funding:      Tuition Fees:      N\$ 29,040  
                                         Internship Stipend:      N\$ 50,000  
                                         Transport:      N\$ 4,000

### Lorentha Haraes



Age: 25  
Region: Kunene Region  
Studies: Masters in Natural Resources Management  
Institution: Namibian University of Science and Technology (NUST)  
Internship: Yes  
Mentorship: Dr Morgan Hauptfleisch (NUST) & Dr Chris Brown (NCE)  
Project: Aerial photographic game count census methods for large conservation areas in

Namibia and Angola. The survey data available is from the Fish River Canyon (about 1 million ha), the Iona National Park in Angola (about 1.5 million ha and part of a transboundary conservation area with the Skeleton Coast Park in Namibia), and part of the KAZA transboundary conservation area in north-east Namibia.

Total Amount Awarded: **N\$ 74,600**

Breakdown of funding:      Accommodation:      N\$ 30,000  
                                         Internship Stipend:      N\$ 40,600  
                                         Transport:      N\$ 4,000



### Ester Kayala



Age: 25  
Region: Oshana Region  
Studies: Masters in Biodiversity Management & Research  
Institution: University of Namibia (UNAM)  
Internship: Under discussion  
Total Amount Awarded: **N\$ 42,980**  
Breakdown of funding: Tuition: N\$ 21,440  
Accommodation: N\$ 21,540

### Martha Alfeus



Age: 23  
Region: Khomas Region  
Studies: Masters in Agriculture, Forestry & Population Structure – integrated community forestry and wildlife  
Institution: Namibian University of Science and Technology (NUST)  
Internship: No  
Total Amount Awarded: **N\$ 16,818**  
Breakdown of funding: Tuition: N\$ 11,818  
Transport: N\$ 3,000  
Books: N\$ 1,500  
Other: N\$ 500

### Geovanna lipinge



Age: 21  
Region: Kavango Region  
Studies: Honours in Natural Resources Management  
Institution: Namibian University of Science and Technology (NUST)  
Internship: Yes  
Mentorship: Shirley Bethune (NUST) and Dr Chris Brown (NCE)  
Project: Assessment of the status of the invasive alien cactus *Opuntia stricta* on the Okavango floodplains near Rundu, and on the effectiveness of the cochineal

*Dactylopius opuntinae* bio-control agent on controlling the cactus.

Total Amount Awarded: **N\$ 45,130**  
Breakdown of funding: Tuition: N\$ 23,130  
Accommodation: N\$ 8,000  
Stipend: N\$ 10,000  
Transport: N\$ 3,000  
Books: N\$ 1,500  
Other: N\$ 500

By investing in future leaders in the conservation sector in Namibia, your assistance will make a lasting contribution towards Namibia's wildlife, ecosystems and sustainable development efforts. Thank you!

