

ANNEX 8: ACTION PLAN FOR PRIORITY AREA 7: RESOURCE MOBILIZATION AND ALLOCATION

Strategic Objective 1: Secure dedicated and aligned financial and non-financial resources for vulture conservation, aiming for 100% of the annual funding requirement by the end of 2030 through partnerships with private and public sector entities and other innovative means.

Strategies	Activities	Outcomes	Indicators	Targets	Means of Verification	Timeline											Responsible	Other Actors	Level of Implementation
						'25	'26	'27	'28	'29	'30	'31	'32	'33	'34	'35			
Strategy 1: Diversify resource streams by capturing both financial support and human capacity (staff, volunteers, and technical expertise) to enhance vulture conservation efforts, ensuring sufficient human resources on the ground to implement critical conservation activities.	Activity 1: Estimate the funding requirements for vulture conservation at national and regional levels	A strategic framework for mobilizing financial resources is provided.	Number of funding requirements identified and quantified for vulture conservation projects, categorized by urgency.	Complete the funding requirements estimation for the regions within the first 6 months of Year 1	A detailed document that summarizes the findings of the funding estimation, including specific financial needs articulated by Member States. A resource mobilization strategy document												SADCS, RMS	Project proposal writing experts	National, Regional
	Activity 2: Set up national and regional endangered species Funds, vulture included, as a vehicle to mobilize new and additional resources, and manage financial and conservation investments.	National and regional Endangered Species Funds (ESFs) established	Number of Endangered Species Funds established, operational, and effectively disbursing resources	One Regional Fund and 12 Member State National Funds by Year 2	Legal and operational documents demonstrating the formation of each Endangered Species Fund, Financial reports, implementation plans												SADCS, RMS	Funder	National, Regional
	Activity 3: Identify and mobilize resources (financial and non-financial) from various sources, including grants from conservation organizations, corporate sponsorships, crowd funding campaigns, government funding, and ecotourism fees, to create and promote vulture conservation initiatives that engage the community and generate sustainable support.	Available financial resources and non-financial resources for conservation activities increased	Number of new funding sources identified, and the total amount mobilized within the next 10 years	At least 5 new funding sources identified. Funding estimation in Strategy 1.	Comprehensive catalogue detailing identified funding sources. Mobilization Reports. Funding Allocation Documents													Private sector, Government, Conservation and research grants, donations etc	Local, National, Regional
	Activity 4: Leverage existing protected area and OECMs programs, including Transfrontier Conservation Areas (TFCAs) and Man and the Biosphere (MAB) Reserve projects, to secure resources that will support vulture conservation efforts	Vulture conservation efforts strengthened	Number of partnerships established with protected area management authorities and OECM stakeholders, along with the amount of resources (financial, technical, and human) secured	Establish partnerships with at least 5 protected area management bodies and OECM stakeholders over the next 10 years, contributing to meeting the funding estimate in Strategy 1.	Partnership Agreements, Resource mobilization reports, Project Proposals and Funding Applications												SADCS, RMS	Funders	National, Regional

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Strategy 2: Enhance resource management efficiency through cost-benefit analyses, reduced duplication, strategic workforce planning, capacity building, technology adoption, and streamlined administrative processes, while ensuring appropriate staffing levels and skill sets are maintained to effectively implement conservation activities.	Activity 1: Evaluate the costs and benefits of different resource management approaches to ensure resources are allocated to the most effective strategies.	Decision-making in resource allocation improved	Number of resource management approaches evaluated and compared for cost-effectiveness used by Range States	Evaluate at least 5 different resource management approaches and ensure that all (100%) of Range States utilize the evaluation findings in their resource allocation strategies.	Detailed evaluation reports and documentation of the costs and benefits for each management approach. Surveys and feedback forms completed by Range States to assess the utilization of the evaluation results.												SADCS, RMS		National
	Activity 2: Identify and eliminate overlapping activities and initiatives to minimize redundancy and optimize resource utilization.	Resource management processes streamlined	Number of overlapping activities and initiatives identified and analyzed. Percentage reduction in redundancy (e.g. duplicated efforts, conflicting initiatives).	Identify and eliminate all overlapping activities or initiatives, resulting in a 100% reduction in redundancy and a measurable improvement in resource utilization efficiency.	Documentation of the identification process, including reports detailing overlapping activities and initiatives. Resource utilization reports comparing pre- and post-activity resource allocation metrics to demonstrate efficiency gains.												SADCS, RMS		National
	Activity 3: Invest in training and development programs to enhance the skills and knowledge of staff and stakeholders involved in resource management.	Skills and knowledge of staff and stakeholders improved.	Number of Range States implementing capacity building program	All Range States	Training material, pre-and post-training assessments, training attendance record.												SADCS, RMS		Local, National, Regional
	Activity 4: Implement innovative technologies and tools to improve data collection, analysis, and decision-making processes, increasing efficiency and effectiveness.	Efficiency and effectiveness in resource management enhanced	Number of innovative technologies and tools implemented in data collection, analysis, and decision-making processes.	Implement at least 3 innovative technologies/tools within the next year	Implementation reports detailing the technologies/ tools adopted and their features. Time-tracking records showing the duration of decision-making processes before and after the adoption of new tools.												SADCS, RMS		Local, National, Regional
	Activity 5: Simplify and optimize administrative procedures to reduce bureaucratic bottlenecks and improve the overall efficiency of resource management operations.	Administrative processes streamlined	Number of administrative procedures reviewed and optimized. Reduction in processing time (hours/days) for key administrative tasks).	Review and optimize all major relevant administrative procedures within the next year. Achieve a 20% reduction in processing time for identified tasks.	Documentation of the original and revised administrative procedures, including flowcharts or process maps. Time-tracking analysis comparing the processing time of administrative tasks before and after optimization.												SADCS, RMS		Local, National, Regional

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Strategy 3: Demonstrate impact and accountability by developing a robust monitoring and evaluation framework led by the SADC FANR, IUCN and BLI, providing transparent reporting, conducting impact assessments, communicating success stories, and building trust.	Activity 1: Establish a comprehensive system to track progress, measure outcomes, and evaluate the effectiveness of conservation efforts.	A robust framework for monitoring and evaluating vulture conservation initiatives established.	Compliance with established conservation management plans. Number of vulture species observed, population sizes, and habitat quality assessments. Percentage of budget expenditures on conservation activities, additional funding secured, and cost-effectiveness analysis.	Ensure at least 80% compliance with management plans annually. All vulture species in the region	Document all the vulture species across the region within the first year.												SADCS, RMS		National, Regional	
	Activity 2: Regularly publish and disseminate clear, accurate, and accessible reports on conservation activities, financial performance, and project outcomes to stakeholders.	Transparency and accountability in conservation efforts enhanced	Number of reports published annually (e.g., quarterly, biannually). Availability of reports in multiple formats (e.g., online, print, infographics). Detailed percentage of budget utilization reported and explained to stakeholders.	Publish a minimum of four comprehensive reports each year on time. Achieve at least 100% accessibility of reports in multiple formats. Provide detailed financial reporting that covers 100% of budget utilization and funding sources in each report.	Maintain an archive of published reports on a dedicated section of the organization's website. Audit reports detailing budget allocations, expenditures, and funding sources, available alongside programmatic reports.												SADCS, RMS		Local, National, Regional	
	Activity 3: Undertake thorough impact assessments to evaluate the long-term effects of conservation initiatives on vulture populations, ecosystems, and local communities.	A comprehensive understanding of the long-term effects of conservation initiatives on vulture populations, ecosystem health, and the well-being of local communities attained	Changes in population size and distribution of target vulture species. Changes in biodiversity metrics (e.g., species richness, abundance of scavenger species). Survey results in local community knowledge and attitudes toward vultures and conservation efforts. Number of policy or management changes implemented based on impact assessment findings.	Conduct impact assessments every three years, Document positive changes in local community perceptions towards vultures, Identify and implement at least two new management strategies based on assessment findings by the end of the assessment cycle.	Impact assessment reports, Long-term monitoring datasets for vulture populations and ecosystem health metrics, Community surveys and interviews, Policy and management documentation													SADCS, RMS	Partner NGOs	Local, National

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	Activity 4: Foster strong relationships with stakeholders by engaging in open communication, actively seeking feedback, and demonstrating a commitment to ethical and responsible practices.	Trust and collaboration among stakeholders strengthened	Number of Range States implementing formal communication and feedback mechanism systems with stakeholders. Documentation of ethical guidelines and practices	All Range States	Communication logs, feedback reports, and published ethical engagement guidelines													SADCS, RMS		National, Regional
Strategy 4: Build organisational human resource capacity by establishing a specialised teams with the technical and financial expertise required to develop bankable vulture conservation funding project proposals.	Activity 1: Identify gaps in skills and knowledge relevant to project proposal development.	A comprehensive assessment report detailing the skills and knowledge gaps among conservation practitioners, community members, and relevant stakeholders done	Number of reports on skill gaps identified across various aspects of project proposal development	One Regional report and 12 Range State national reports	A finalized report summarizing the assessment methodology, participant demographics, identified skill gaps, and recommendations for training programs.													SADCS, RMS	Partner NGOs	Local, National, Regional
	Activity 2: Develop and deliver training covering comprehensive aspects of proposal development and grant writing tools.	Capacity of conservation practitioners, community members, and relevant stakeholders to develop compelling and fundable project proposals enhanced	Number of Range States that implemented a training program for proposal development	All range States	Training materials, Training Attendance Records, Assessment results													SADCS, RMS		National, Regional
	Activity 3: Create and disseminate templates, checklists, and best practice guides for proposal development.	Accessibility and utilization of standardized tools and resources that streamline the proposal development process for conservation practitioners and community stakeholders increased	Total number of templates, checklists, and best practice guides created and disseminated	Develop and disseminate at least 5 distinct templates and related checklists and best practice guides	Copies of all templates, checklists, and guides created, including evidence of content validity and design processes													SADCS, RMS	Partner NGOs	National, Regional
	Activity 4: Organize networking opportunities and events for participants to engage with funders and partners.	Meaningful connections between project proposal developers (participants) and potential funders and partners facilitated	Number of Networking Events Organized	Organize at least one networking event in a year, Document at least 15 new connections made between participants and funders/partners	Event Documentation, attendance record, post event surveys														SADCS, RMS	Partner NGOs, Funders