

Project Title

Assessing the Arabian Leopard Population in Amran, Hajja and al Al-Bayda governorates and Addressing Threats to its Survival

Project code

101

Lead partner

Sanid Organization Nature conservation sector SONCS

Countries

Yemen

Start date

01/01/2024

End date

30/1/2027

Project Duration

36 months

Budget required per month: \$4,165.00

Minimum budget required for one year: \$49,988.00

The total project budget for the next three years is a minimum: \$149,966.00

NARRATIVE:

Lead partner:

LEAD PARTNER'S INFORMATION:

Lead partner's details	
Legal name:	Sanid Organization Nature conservation sector
Acronym:	SONCS
Address:	Republic of Yemen Sana'a - Al-Hasba - Shu'ub District - Al-Hasba Al-Jamahiriyah Street - behind Al-Jedry station.
Telephone:	0096771055500
Website:	https://epic.sanid.org/
Twitter account	https://twitter.com/SanidUnit
Facebook:	https://www.facebook.com/sanid.environment/

Authorized signatory of grant agreement	
Name:	Mohammed Alkabous
Job title:	CEO
Telephone:	+967771055500
Email:	info.soncs@sanid.org

Project lead contact	
Name:	Riyad Al-Sharabi
Job title:	Executive Director
Telephone:	+967775433335
Email:	programmes.soncs@sanid.org

Key project staff of lead partner	
Name:	Mohammad Ahmed Abu Hidar
Position in the project:	Program Manager
Staff CV:	Objective Quality-oriented professional with 12 years of experience and proven knowledge of translation, programs management, project and meeting planning and back-office operations. Aiming to leverage my skills at your organization Education & Qualifications: Higher Diploma in Professional Translation & Interpretation, Community Services Center for Translation & Languages' Studies, Faculty of Languages (CSCTLT),

	<p>Sana'a University, 01/08/2007 – 09/06/2008.</p> <p>☒ BA in English Linguistics & Literature, Faculty of Languages, Sana'a University 01/06/ 2002-30/06/2006.</p> <p>☒ PC Diploma-Windows, MS, Word, Excel, Power Point and Typing ,Yahoo Institute Computer and Languages, Sana'a, 2006.</p> <p>☒ High School graduate (literature Section) 2000.</p> <p>WORK EXPERIENCE:</p> <p>☒ Operations and Programs Manager for Sanid Organization for Relief and Development (SORD), (01-10-2019-present)</p> <p>☒ Programs Manager Assistant for Sanid Organization for Relief and Development (SORD), 10-03-2018– 30-09-2019.</p> <p>☒ Project Manager for four projects for Sanid Organization for Relief and Development (SORD), 10-01-2019- present.</p> <p>☒ Professional Translator for Sanid Organization for Relief and Development (SORD), 20-03-2018- present.</p> <p>☒ Well-work experience in coordinating & arranging interviews and workshops due to my post as a coordinator and translator in (Tourism Office, Sana'a), (04/12/2006 -11/08/2016).</p> <p>☒ Translator and Interpreter, (SHOAIB for General Contraction, Sana'a), (30- 09-2008 – 30-01-2010)</p> <p>☒ Translator, (Arabic Center for Translation, Sana'a, Yemen) (25- 01-2006 – 29- 08-2008)</p> <p>☒ English Teacher, (Family Schools, Sana'a Yemen), (01- 07- 2006 – 30-05-2007)</p> <p>☒ Tourist Guide, (YAZEN TOURS, Sana'a Yemen), (01- 04-2006- 30-11-2006)</p> <p>Personal Skills:</p> <p>☒ Professional knowledge of translation from English to Arabic and vice versa.</p> <p>☒ Writing skills especially in Commercial correspondence.</p> <p>☒ Writing projects proposals, concept note and budgets.</p> <p>☒ Skillful in getting funds opportunities from net platforms.</p> <p>☒ Understanding the needs of different stakeholders and communicating with them appropriately.</p> <p>☒ Developing new ideas to solve problems.</p> <p>☒ Building trust within team.</p> <p>☒ Using emotional intelligence.</p> <p>☒ Good communication and coordination skills.</p> <p>☒ Very fast to type in both Languages English and Arabic.</p> <p>☒ Demonstrate familiarity with word processing and spreadsheet application.</p> <p>☒ Excellent in working with computer networks and PC maintenance.</p> <p>☒ Definable knowledge & techniques of reporting and delivering minutes.</p> <p>☒ Proficiency in E-mailing / Telephone communication skills entailed in three levels-based systems (sending- responding-feed backing).</p> <p>☒ team-work spirit, hard worker in all environments, and skillful in dealing with and persuading people.</p> <p>☒ Professional in Consecutive translation</p> <p>References: available on request</p>
Name:	Omer Ahmed Hassen Baeashen

Position in the project:	Assistant Project Manager
Staff CV:	<p>Personal Information</p> <p>☐ Marital status: married</p> <p>☐ Nationality: Yemeni</p> <p>☐ Date of Birth: 15-3-1978</p> <p>☐ Place of Birth: Hadramout Summary of Qualifications</p> <p>☐ Bachelor in Environmental Science- Hadhramout University for Sciences and technology. Yemen-2001</p> <p>☐ MASTER'S COURSE DEGREE ON MANAGEMENT, ACCESS AND CONSERVATION OF SPECIES IN TRADE: THE INTERNATIONAL FRAMEWORK- International University of Andalusia, Spain , 2010 .</p> <p>☐ Trainer and prompt on the course of the Regulate trade in sharks Species Mukalla, Hadhramuut - Gov., Yemen 21-24 October2013.</p> <p>☐ Trainer and prompt on the course of the Regulate trade in endangered species, Al Tewal port , Hajah- Gov., Yemen 01-01 January 2011.</p> <p>☐ Trainer and prompt on the course of the implementation of CITES in the ports of Oman , Muscat 28-30 June 2011</p> <p>☐ Supervisor and prompt on the course of the implementation of CITES in the port Matrouh of Egypt, 28-30 June 2009</p> <p>☐ Trainer and prompt on the course of the implementation of CITES in Port Said City- Egypt,27-29July 2009.</p> <p>☐ Supervisor and prompt in training workshop of artisans in Old Sana'a Souk on industry-Janabi of garnet as an alternative to rhino horns , Sana'a 13 November 2008.</p> <p>☐ B.Sc. in Environmental Sciences – Hadramout for Sciences and Technology - Hadramout University 2001 Professional experience</p> <p>Environmental Specialist - Environment Protection Authority 2002 - 2014</p> <p>☐ Director of CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) Management -2016</p> <p>☐ Coordinator for Houbara surveys Studies Programm in Yemen governorates between Environment Protection Authority (EPA) in Yemen and Environment Agency in UAE 2005-2009</p> <p>☐ Participate in Regional consultative workshop on capacity assessments for the implementation of new CITES listings of sharks and manta rays, Xiamen, Fujian Province, China, 13–15 May 2014.</p> <p>☐ Participation in the meeting of the Conference of Parties to the CITES Convention. Bangkok 3-15 March 2013</p> <p>☐ Participation in the Arab meeting on the discussion agenda of the Conference of the Parties to the CITES. Amman 27-28 January 2013</p> <p>☐ Lecture in workshop on conservation of sharks in Yemen.</p>

Mukalla- Hadhramout 19-21 January 2013
 Participated in workshop on conservation of sharks in Arab region
 Dubai 8-11 October 2012
 Board Participation
 Participation in the meeting of the Conference of Parties to the CITES Convention
 Doha 13-25 March 2010
 Participated in the Conference and Workshop Plans for the Protection of Arabian leopard and its Preys Sites presence in the Natural Environments
 Sharjah 10-12 February 2009
 Participation in the meeting of the Conference of Parties to the CITES Convention
 Hague 3-15 June 2007
 Meeting of the States Parties to the Convention on the Arab CITES preparation for the 14th Conference of the Parties to CITES Convention
 Kuwait 17-18 March 2007
 Participated in the Conference and Workshop Plans for the Protection of Arabian leopard and its Preys Sites presence in the Natural Environments
 Sharjah 27 January-1 February 2007
 Participated in the meeting sidebar for National Point of Contact for CITES Convention on the sidelines of the Fourth Meeting of the Arab Group on Desertification and Biodiversity
 Egypt 22 September 2006
 Participated in workshop discussing the ways to protect and to breed a wild Endangered Animals in Peninsula
 Sharjah Feb 19-22 2006
 Representative for Yemen in International Conferences for CITES Parties
 Bangkok – Thailand 2-14 October 2004
 Representative for Yemen in Regional Meeting for CITES Parties
 Manila – Philippines 19-21 July 2003 Training courses
 External courses
 Damascus – Syria 7-11 February 2010
 Training Session for the Preparation of Trainers for CITES Management Authorities and CITES Convention Implementation
 Kuwait 8-11 March 2009
 Regional Workshop for Arabic – Speaking Countries of Wild trade policy Reviews
 Rabat, Moroco 27-30 October 2009
 Advanced Topics for CITES Scientific Authority
 Mascat 21-24 March 2009
 Training Session for the Preparation of Trainers for CITES Management Authorities and CITES Convention Implementation
 Al-Riyadh, Saudi 1-6 September 2007

	<p>☑ Training Session for the Preparation of Trainers for CITES Management Authorities and CITES Convention Implementation Kuwait 11-15 March 2006</p> <p>☑ Training workshop for Training of Trainers for CITES Management Authorities and Customs officials in the Arab Region Internal courses Sana'a 11-15 November 2006</p> <p>☑ Work to Train customs officials and their Assistance for CITES Management Authorities and CITES Convention Implementation Languages</p> <p>☑ Arabic (Mother tongue) ☑ English (Good)</p>
Name:	Shaif Ahmed Ezzedine
Position in the project:	M&E
Staff CV:	<p>Qualifications, experiences and participations</p> <p>Bachelor of Education Sanaa University</p> <p>Previous experience - Courses</p> <p>Head of the Basic Education Department Department of Educational Affairs, Office of Education, Hajjah 97-99 AD</p> <p>Head of the Recruitment Section of the Personnel Affairs Department Education Office, Hajjah 2000-2002 AD</p> <p>Head of the school health department Education Office, Hajjah, 2003-2008</p> <p>Head of the Educational Media Department Education Office, Hajjah 2009-2014</p> <p>Field researcher, Access MENA program 2009 AD</p> <p>Field Researcher</p> <p>Yemeni Center for Measuring Public Opinion, Sana'a, 2008</p> <p>Coordinator of the Civil Orientation Support Foundation (Mada) Hajjah Governorate 2006-2007 AD</p> <p>Trainer and coordinator to monitor the presidential and local elections NDI 2006 AD</p> <p>A social worker at the relief center for the displaced in Haradh, UNHCR Al-Mazrak, January 2010-2011</p> <p>Supervisor for distributing dignity bags for displaced women UNFPA Al-Mazraq camps 2011 AD</p> <p>Facilitator of the National Dialogue Tent for Hajjah Governorate August 2013 AD - March 2014 AD</p> <p>Project coordinator for building the capacities of young volunteers to support civil society organizations, M / Hajjah March 2014 AD - March 2015 AD</p> <p>Emergency Relief Officer at Sanid Organization for Relief and Development 2017 AD</p>

	<p>Programs and Projects Officer at Sanid Organization for Relief and Development 2018 AD</p> <p>Monitoring and Evaluation Officer - Complaints at SANED Organization for Relief and Development 2019 AD 2020 AD</p> <p>A training course in the field of media and journalistic editing</p> <p>A course in the field of photography (video - photography)</p> <p>Automatic secretarial diploma, the comprehensive American Institute for Languages and Computers, 2013</p> <p>Diploma in Neuro Linguistic Programming 2010</p> <p>Diploma in Hypnosis according to the standards of the American Board 2010</p> <p>A course in strengthening civil order and constitutional concepts</p> <p>A course in the field of supporting the local authority, political parties and civil society organizations to support the outcomes of the dialogue and the benefits of the next stage</p> <p>TOT Training of Trainers Course</p> <p>Posts</p> <p>Field surveys in the field of child smuggling</p> <p>Field survey of displaced people from Hodeidah - NRC - Hajjah</p> <p>Field survey in the field of vulnerabilities of the displaced - Haradh - High Commissioner for Refugees UNHCR</p> <p>Active participation in the field of relief and humanitarian work for more than 10 years</p> <p>Active in charitable, humanitarian and media work</p> <p>Field research for local community studies - Yemeni Center for Measuring Public Opinion</p> <p>Field survey in the field of child labor - Haradh</p> <p>A field survey of the needs of the displaced - Al-Amana - Sana'a - Islamic Relief</p> <p>Director of several projects of the Sanid Organization for Relief and Development</p>
Name:	Khaled M. Alduais
Position in the project:	Expert in studies of endangered species
Staff CV:	<p>Education</p> <p>MSc. in Tourism, Leisure, and Environment, March 2005 Social-Spatial Analysis Group, Wageningen University, Wageningen, the Netherlands</p> <p>BSc. in Tourism Management, June 1996 Faculty of Economics and Administration, AL-Mustansiryah University, Baghdad, Iraq with distinction and an average of 95%</p>

Advanced Training Course, Integrated Coastal Zones Management,
December 1999
Bremen Chemical Institute, Bremen, Germany

Certificate of Secondary Education literary section, 1990
Alnahdhah Secondary School, Ibb, Yemen
The second best in the Republic of Yemen

Work Experience

September 2020 – up to date

Alhilal Tours

General Manager

Scope of works includes

- Manage the day-to-day relationship with the agency provider as it relates to staffing, service levels, technology, and issue resolution.
- Work closely with other managers in Travel Services to design, implement, and maintain agency enhancements that ensure complete integration with those services (i.e. online booking tool, hotel, and car rental programs).
- Participate in activities to assess and select appropriate tools aimed at improving operational process efficiencies as well as capturing data that will lead to improved ability to identify and target strategic operational initiatives.
- Communicate across the organization with respect to implementation of new service programs as well as changes to existing programs.
- Interact as required with leadership, staff, and client-service professionals to manage risks associated with ensuring the effective implementation of new operational processes.
- Assume the lead role in strategic sourcing data analysis, the competitive bidding process [RFI, RFP], evaluating competing suppliers and supply markets, developing appropriate procurement strategy for various travel suppliers, negotiating contracts, assisting in the development of implementation and communication plans.
- Interact with client service partners when clients are either current suppliers or being considered as potential suppliers to the organization.
- Ensure compliance with negotiated contract terms, financial targets, etc.
- Lead efforts to develop and foster an environment of continuous procurement process improvement.
- Lead the development of supplier relationship management plans that include performance tracking and reporting.

January 2012 – January 2016

Arab Tourism Experts Association

Designation: Member of the Board, PR Officer

Scope of works includes

- Planning, developing and implementing PR strategies;
- Liaising with colleagues and key spokespeople;
- Liaising with and answering inquiries from media, individuals and other organizations, often via telephone and email;
- Researching, writing and distributing press releases to targeted media;
- Collating and analyzing media coverage;
- Writing and editing in-house magazines, case studies, speeches, articles and annual reports;
- Preparing and supervising the production of publicity brochures, handouts, direct mail leaflets, promotional videos, photographs, films and multimedia programmes;
- Organizing events including press conferences, exhibitions, open days and press tours;
- Maintaining and updating information on the organization's website;
- Sourcing and managing speaking and sponsorship opportunities.

September 2012 - June 2013

Strengthening the Powerless Groups through Family- Community Led Programs (SPG)

Yemeni Women Union, Sana'a – Yemen – World Bank Project financed by Japan Social Development Fund

Designation: Project Coordinator & Head Support Team

Scope of works includes

- Achievement of Project Development Objectives is met.
- Improve implementation of project activities
- Prepare the "Annual Implementation Plan" for the Project. The plan includes activities of works consultants (procurement plan) and consultant services by component- By whom and by which date.
- Project Management and coordination with all implementing agencies, Ministry of Planning and International Cooperation and World Bank, for seamless implementation of the agreed project activities.
- Act as the key interlocutor between the various Ministries and the Yemeni Women's Union on all issues related to project implementation
- Management of the Project Management Unit (PMU) office in Sana'a.
- Develop and introduce staffing rules and procedures manual for the guidance of PMU staff.
- Supervise and monitor procurement of goods, and services under the project to ensure compliance with World Bank procurement guidelines.
- Manage the PMU in all relevant aspects of the Project to ensure efficient, smooth and predictable implementation of the Project.
- Promote teamwork and create efficient working conditions.
- Expenditure and financial management of project funds;
- Control and appraise the progress of the work; to recommend to the employer or to approve the time of extension.
- Evaluate and approve variation orders as necessary and if required after consultation with YWU and IDA.

- Liaison, coordination and communication with IDA including submission of plans, projections, documents, semi-annual progress reports, implementation completion report and other materials for review and clearance as and when required under the credit agreement.
- Periodically inspect all financial accounts books to ensure all records and accounts are kept up to date and ensure annual audits of project accounts are submitted to IDA. And ensure that all IDA fiduciary requirements are met.
- Ensure Capacity Building Action Program is carried out in a smooth, efficient and predictable manner.
- Preparation of Recipient's portion of the Project Implementation Completion Report.

January 2011 – December 2011

World Bank, Yemen Country Office, Sana'a

Designation: Social Protection Operations Officer

- Participate as a full member of a multi-disciplinary team, carrying out responsibilities for a variety of operational tasks on a broad range of activities related to various stages in project cycles, including providing support to project preparation, appraisal, negotiations, Board approval, supervision, implementation completion reports (ICRs), and non-lending tasks (e.g. supervision in operational matters, procurement, financial management, implementation arrangements, supervision and reporting on safeguard compliance, costing, etc.);
- Work independently, seeking guidance on complex projects/issues from senior officers;
- Provide inputs to or prepare diverse operational products/outputs (e.g. sector and country briefings, background reports, case studies, portfolio performance reviews, etc.);
- Undertake regular visits to project management offices and project sites to provide day to day follow up and monitor progress in the implementation of the project, identify any constraints or problems in advance, and report back to the team with recommendations for corrective measures to resolve problems or enhance performance.
- Provide guidance to the Borrower on issues related to project management, safeguards compliance, procurement, disbursement, financial management, audit, improving project performance and assessment of performance indicators; offer realistic advice addressing the implementing agencies' immediate needs and long-term best interests;
- Assist TTL with donor coordination where projects are co-financed by other donors, advise the Borrower on appropriate financing and procurement arrangements (e.g., parallel financing, co-financing). Play a lead role

within the team in management of co-financing administration during project implementation;

- Point of contact for the client on issues related to project implementation, e.g., safeguards, procurement, disbursement, financial management.

November 2009 – December 2010

World Bank, Yemen Country Office, Sana'a

Designation: Short Term Consultant (STC)

- Carries out responsibilities for a variety of operational tasks (e.g. participating as a full member of a multi-disciplinary team and undertaking straightforward assignments of project preparation, appraisal and supervision in field of expertise;
- Provides inputs to or prepares diverse operational products/outputs (e.g. sector and country briefings, background reports, case studies, portfolio performance reviews, etc.);
- Reviews and processes operational documents, coordinating across disciplines and project components with other team members;
- Participates in missions and provide appropriate guidance to borrowers;
- Support the drafting of ToRs as needed for consulting assignments;
- Provide day-to-day operational support to the implementation agencies;
- Follow up on the activities and actions needed for project implementation including but not limited to: preparing procurement plans and safeguard compliance review;
- Participate in missions and provide inputs for aide memoires.

June 2006 – December 2006

European Union, Sana'a - Yemen

Strengthening Priority Areas of Vocational Training SPAVT-Project

Designation: Local Consultant

- Overall responsibility for the day-to-day management of National Hotel & Tourism Institute including the recruitment, appointment, direction and performance measurement of the management team and other employees;
- Capacity Development of the Trainers of National Hotel & Tourism Institute;
- Development of Public Private Partnership initiatives for the hotel and tourism sector;
- Consulting of institutional building with the Ministry of Technical Education & Vocational Training.

June 2006 – June 2009

National Tourism & Hotel Institute, Sana'a - Yemen

Designation: Dean

- Overall responsibility for the day-to-day management of the Institute including the recruitment, appointment, direction and performance measurement of the management team and other employees.
- Directly supervise the all operational and financial activities and guide the management team to improved performance.
- Preparing and submitting a draft Annual Plan and Budget to the Governing Board for approval
- Guiding and directing the work of the executive management team to achieve overall strategic objectives and agreed annual plans
- Communicating progress on annual work plans to the Governing Board at each agreed convening of the body
- Representing NAHOTI externally by developing and maintaining relations with all appropriate organizations and individuals and attending relevant seminars and conferences.
- Overseeing, in conjunction with finance personnel, the sound financial management of NAHOTI and ensure that the annual accounts are prepared and published.
- Sanction all procurements and payments as per annual budgetary requirements
- Supervise and approve student admissions and oversee the admission committee activities
- Undertake direct supervision of the key Support Services activities such as finance, marketing etc.
- Prepare all necessary reports and documents requested by Ministry of Technical Education & Vocational Training.

August 2001 – May 2006

Yemen Tourism Promotion Board, Sana'a - Yemen

Designation: Public Relations & Information Manager

- Deals in all public relations issues of the Tourism Promotion Board;
- Manages the implementation of the PR annual action plan;
- Organizes and executes/escorts press/media familiarization trips to Yemen;
- Draft bi-annual information press releases and distributes them to the overseas press contact mailing list;
- Collect press clippings on Yemen tourism (local and international);
- Carry out market research as requested;
- Deals with specific tourist's information requests;
- Organizes an annual Tourism Awareness program in Yemen seeking to create a positive image of tourism and working in the tourism sector;
- Communicates internally and externally with overseas/local press, regional VIP visitors, PR/Marketing managers of the large hotels, Embassies/consulates;

- Organizes tourism conferences and workshops related to tourism marketing;
- Other task, as delegated by the General Manager.

November 2000 – July 2001

European Union – Tourism Development Project, Sana'a - Yemen

Tourism Development Project-TDP

Designation: Counterpart

- Assist in the ongoing management of the Project;
- Act as liaison officer between the Project, Government ministries and agencies, private sector associations and other agencies active in the tourism sector;
- Identifying projects/activities where technical assistance can be used. Facilitate visits of these specialists and help co-ordinate and follow-up their technical activities;
- Facilitate the ongoing work of the Project;
- Establish a marketing plan for the Tourism Board;
- Create a program to make the general public more aware of tourism's importance;
- Help to organize training attachments and study tours for Ministry/Board staff;
- Implementation of the destination marketing campaign.

January 2000 – October 2000

General Tourism Authority, Sana'a - Yemen

Designation: Head of Department

- Make researches and studies for the chairman of the Authority;
- Help to organize seminars and training courses;
- Applying administrative duties as required by the chairman of the General Tourism Authority.

May 1998 – October 1998

United Nations Development Program, Sana'a - Yemen

Sustainable Environmental Management Program

Sup-program 5 promotion of Eco-tourism

Designation: Special Officer (Information & Awareness)

- Applying administrative duties as required by the National Program Director;
- Helping in preparing the work plans;
- Disseminate information on eco-tourism to relevant national and international agencies;
- Establish contact with the relevant national and international agencies;
- Prepare and launch public awareness campaign on eco-tourism.

July 1997 – April 1998

General Tourism Authority, Sana'a - Yemen

Designation: Head of Statistics Department

- Collect the tourism statistics from the governorates;
- Prepare the annual tourism statistics;
- Conducting researches, studies, and writing up to date reports on tourism sector in Yemen.

Training Courses

World Bank Training

No	Course Title	Date
1	Access to Information for Bank Operations	Feb-14-2011
2	Writing Statements of Work (SOW)	Feb-12-2011
3	Writing Terms of Reference (TOR)	Feb-09-2011
4	Access to Information eLearning for IBRD Staff	Jan-12-2011
5	Information Security Awareness for all WBG Staff	Jan-11-2011
6	Living Our Values Introductory Course on the Code of Conduct	Jan-10-2011
7	Orientation & Fundamentals of Bank Operations (FBO)	Jan 16-23, 2011
8	Operation Risk Assessment Framework (ORAF) Orientation	Dec-15-2009
9	Using Effective Business Communication	Feb-15-2011
10	Understanding Writing Mechanics	Feb-16-2011
11	Basic Procurement & Contract Management	Feb 6-7, 2011
12	Resolving Conflict With Communication Skills	Feb-22-2011
13	Partnering With Your Boss	Feb-23-2011
14	Elements of Project Time Management	Feb-27-2011
15	Safeguards Policies	Feb-28-2011
16	Management of Records at the World Bank Group	Mar-2-2011
17	Standard Business Etiquette	Mar-5-2011
18	Punctuating With Skill	Mar-7-2011
19	Workplace Communication Skills	Mar-8-2011
20	Results-Based Monitoring and Evaluation	Mar-9-2011

Professional Courses

No	Course Title	Date	
1	Sustainable Tourism Development under the Influence of Globalisation: Stimulating Community Development and Small-Scale Entrepreneurship	13–26 Mar 2009	Sa P
2	Hotel & Tourism Marketing	23-28 June 2006	Nat Inst
3	Planning in Time Management & Organizing	26-30 October 2007	Min Edu Trai
4	Planning for Eco-tourism	October 1998	Roy Nat Dha
5	Eco-tourism in Yemen	18-13 June 1998	Gen Aut
6	Tourism Marketing and Sales Management	22- 27 th November 1997	Gen Aut

Personal skills and competences

Languages (on a scale of 1 to 5 (1 – basic; 5 - excellent)			
Proficiency	Understanding	Speaking	Writing
5			
4			
3			
2			
1			
		Native	
	4	4	
	2	2	

Social skills and competences

- Team management obtained during university projects (teams up to 12 people)
- Good ability to adapt to new multicultural environments acquired by living and studying in a foreign country and interacting with international students;
- Good communication and presentation skills gained during various talks;
- Multicultural adaptability: gained by studying in Iraq, Germany and the Netherlands, travelling (to more than 30 countries) and participating in international meetings and events
- Teamwork
- Mediating skills
- Intercultural skills

Organisational skills and competences

- Classical management instruments of a tourism & hotel training institute such as annual plan, strategic management, marketing plans, human resource management
- Leadership (for 3 years was responsible for a team of 50 people)
- Organizing seminars and workshops
- Ability to establish and maintain productive partnerships with clients
- Ability to establish and maintain effective working relationships as both a team member and a team leader under stressful work and living conditions
- Organizational and administrative work

Technical skills and competences

- Developing and leading workshops with representatives from government, administration, and business
- Good experience in vocational training and advanced education especially in the field of tourism and hospitality
- Initiating, developing, and leading different workshops, seminars, field excursions, and events
- Good presentation skills

Computer skills and competences

- Perfect command of Operating System Windows;
- Good command of Microsoft Office tools (Word, Excel, PowerPoint);
- Internet
- Good command of SPSS

Other skills and competences

- Represented Yemen in many international fairs and exhibitions abroad;
- Designed and implemented number of professional training courses in the field of tourism, hotel management and marketing;
- Public Relations Manager of the Yemeni Tourism writers Society
- Reporter for the eTurbo News
- Research Associate for Tourism ROI (Travel & Tourism management and investment information)

Professional Memberships

- International Association of Scientific Experts in Tourism (AIEST).
- International Association of Travel and Tourism Professionals (SKAL International)
- International Centre for Research & study on Tourism (CIRET).
- International Geographical Union (IGU), Commission on the Geography of Tourism, Leisure and Global Change
- European Crisis Management Academy (ECMA).
- Yemen Tourism Writers Society. (co-founder)
- Arab International Tourism Experts Association. (Co-founder)
- Asia Tourism Research.
- International Student Travel Confederation (ISCT).
- World Leisure & Recreation Association (WL).
- American Association of Yemeni Scientists and Professionals (AAYSP).
- The Dutch Third Chamber 2008 – 2009.

Scholarships & Grants

- Recipient (2009) the Japan Foundation/Japan Fellowship for Intellectual Exchange 2009-2010
- Recipient (2003) the World Leisure/ Dutch Government Scholarship (NFP) for conducting a Master of Science degree.
- Recipient (1999) the German Ministry for Economic Cooperation & Development (BMZ) Scholarship for conducting a professional advanced training course.
- Recipient (1992) the Yemeni Government Scholarship for undergraduate studies to conduct a BSc degree.

Conferences, Meetings, and Seminars

- The 68th World Congress of the International Association of Travel & Tourism Professionals (SKÅL), 4-9 November 2007, Antalya, Turkey.
- Jordan's first international conference on hospitality and tourism education, Jordan Applied University College of

Hospitality and Tourism, Amman, Jordan 28-30 October 2007.

- The 7th International Hospitality Forum, Amman, Jordan, 30th October 2007.
- The Annual Consulting Meeting for Tourism Leaders, Ministry of Tourism, Sana'a, Yemen, 21-22 August 2006.
- JATA World Tourism Congress 2005. Conference theme: "Rethinking Destination Marketing and Product Development", September 21, 2005, Tokyo, Japan.
- The international conference on "Sustainable development of the coastal zones and instruments for its evaluation" 22-27 October 2000, Bremerhaven – Germany.
- The second talk of the Baltic Sea countries on "Management for the coastal tourism of a peaceable nature, the way to sustainable development in the Baltic Sea region" 16-18 November 1999, Eckernförde – Germany.
- The Fifteenth Meeting of the World Tourism Organization, Middle East and North Africa commission, March 1997, Sana'a – Yemen.
- The first national conference for tourism in Yemen, September 1996, Sana'a – Yemen.
- Seminar on "Tourism, Culture, and Development in the Arab countries" September 1996, Sana'a – Yemen.

Publications & Working Papers

- Alduais, K. (2009). Sustainable Tourism Development and Japan Policies, unpublished research, Mejiro University, Japan.
- Al-Duais, K. (2005). Marketing of Tourism Destination during a Crisis: The Case of Yemen, MSc thesis, Wageningen University, the Netherlands.
- AL-Duais, K. and Kuznetsova, K. (2004). The Importance of Standardization and Management Approach to ensure the Service Quality in Tourism Industry, unpublished article, Marketing and Behaviour Group, Wageningen University, the Netherlands.
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- AL-Duais, K. (1997). Tourism in Yemen its reality and the ability of its development, unpublished research, General Tourism Authority, Sana'a – Yemen.

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| | <ul style="list-style-type: none"> ▪ AL-Duais, K. (1996). Tourism supply and Demand in Yemen, Al-Mustansiryah University, unpublished BSc thesis Baghdad – Iraq. |
| | |

Lead partner's experience:

Sanid Organization, Natural Conservation Sector (SONCS) is an independent, nongovernmental, non-profit, civil organization duly dedicated to the conservation of nature which is equipped with highly qualified team that gained in-depth experience, talents and skills gained from past implemented projects and programs.

Sanid Organization is also currently contributing to conservation of nature and biodiversity, combating desertification in the Republic of Yemen, as the Organization considers Environmental Protection to be the protection of natural resources and their sustainability for future generations.

The Organization's contributions include preserving the Bulgarian vulture "Nelson" that was repatriated to its homeland, Bulgaria in coordination with FWFF and UNDP Office in Sana'a in addition to the following:

- Preserving the endangered Yemeni deer, endangered Arabian leopards, already at the brink of distinction.
- Cooperating with the animal zoos to care for the animals with special emphasis on this threatened with extinction, due to lack of food, negligence and illegal hunting.
- Conducted field survey to the Melhan Protected Area to identify the status of the animals, determine their needs and provide the necessary services required for the survival of the rare animals, preserving the habitats and providing the vet services as deemed necessary. Conducted a 10-day workshop in November 2020 for the inhabitants of Melhan protected area to educate them on the importance of nature conversation and preservation of wildlife, both animals and plants.
- Held an awareness raising session which was attended by EPC office in Mahweet, local authority and local council and community leaders to highlight the importance of nature conservation and its role in maintaining the sustainability of the natural resources and economic recovery.

Project partner(s) information:

Does your project involve several partners?

Yes

Partner's experience	
Name of partner	The Environmental Protection Authority (EPA)
Role in project	participation the project with its previous studies and information. Providing the project with a cadre specialized in studying endangered animals. Benefiting from its previous projects that it implemented in studying the Arab tiger.
Partner's experience:	
<p>The General Authority for Environmental Protection was established by the Yemen Government as the sole authority with a mandate of undertaking and focusing on recovery of ecosystems, conserving biodiversity and the natural and cultural environment, good human health, efficient material cycles free from dangerous substances, sustainable use of natural resources, efficient energy use, and patterns of consumption. the environment protection and conservation and safeguarding the nature for the future generations. EPC is fully engaged in in achievement of all the objectives:</p> <p>To protect and improve the environment and environmental conditions. To take strict actions against all those who harm the environment. To enforce laws and regulation that regulate on environment protection To improve the conservation of biodiversity through educational, scientific management and training programmer; To improve the quality of life of the local community through management and conservation of natural resources; To ensure that the natural environment is used wisely and continues to be available for the benefit and enjoyment of future generations; To decrease vulnerability and improve adaptation capacity among poor local communities associated with climate change.</p> <p>In order to achieve the above objectives, the Environmental Protection Authority undertakes the following activities and programs that will eventually lead to the achievement of the tasks assigned to it by the central government:</p> <p>Awareness campaigns with the public; Educational campaigns with primary and secondary schools; Event management and organization – World Environment Day/World Wetlands Day; Workshops on wide range of environmental problems (climate change, marine ecosystem, environment awareness);Poverty alleviation projects/Community-based projects; Scientific and technical projects; Data collection – Beach monitoring, snail trail of destruction, vulnerability indexes; Corporate Social Responsibility Projects;</p>	

Project overview:

Project title:

Assessing the Arabian Leopard Population in Amran, Hajja and al Al-Bayda governorates and Addressing Threats to its Survival.

Executive summary:

The proposed project will verify the presence of the Arabian leopard, assess the population situation and combat international trade during the project implementation period. In close coordination with the Environmental Protection Authority (EPA), local authorities and parties to the armed conflict. The search results will provide data about the Arabian leopard group in general. Through a clear identification of the presence and extent of the Arabian leopard population in the main areas of the project (Al-Wadaa / Amran Governorate, Wadi Shars / Hajjah Governorate, Al-Dhabianiya / Al-Bayda Governorate).

The project will also implement an awareness campaign to promote the preservation and coexistence of wildlife, especially the Arabian leopard. Through awareness sessions that will be implemented by the field community volunteers who will be trained in the project. And awareness messages that will be broadcast through the media it aims to educate 30,853 people.

At the same time, the project will assess the economic level of the target community to determine the reasons why community members resort to illegal trade and try to identify other economic opportunities that help them to attract income. A program will be prepared in the economic empowerment of 60 families of women and the most vulnerable groups in the targeted communities through small projects that will benefit the trainees in the 10-day program in each target reserve. Financing small activities according to the outputs of the Economic Empowerment Program through 30 small projects, benefiting 210 families by working within these projects. The beneficiaries were 1,680 individuals (504 men, 486 women, 354 children, 336 girls). Beneficiary families will contribute 25% of the cost of the micro-projects.

Project duration:	
Duration	37 months
Start	01/01/2024
End	30/1/2027

Target species:	
Species scientific name	Panthera pardus nimr
Species common name	Arabian leopard
SONCS Red List status	Critically endangered (CR)

Country(ies):	
Country	Yemen

Site(s):	
Site	Al-Dhabianiya / Al-Bayda Governorate - coordinate: 14°16'00"N 45°20'00"E
Site	Wadi Shars / Hajjah Governorate - coordinate: 15.58333°N 43.66667°E
Site	Wada`a / Amran Governorate - coordinate: 16°9'29.20"N, 43°54'30.13"E

Project location:

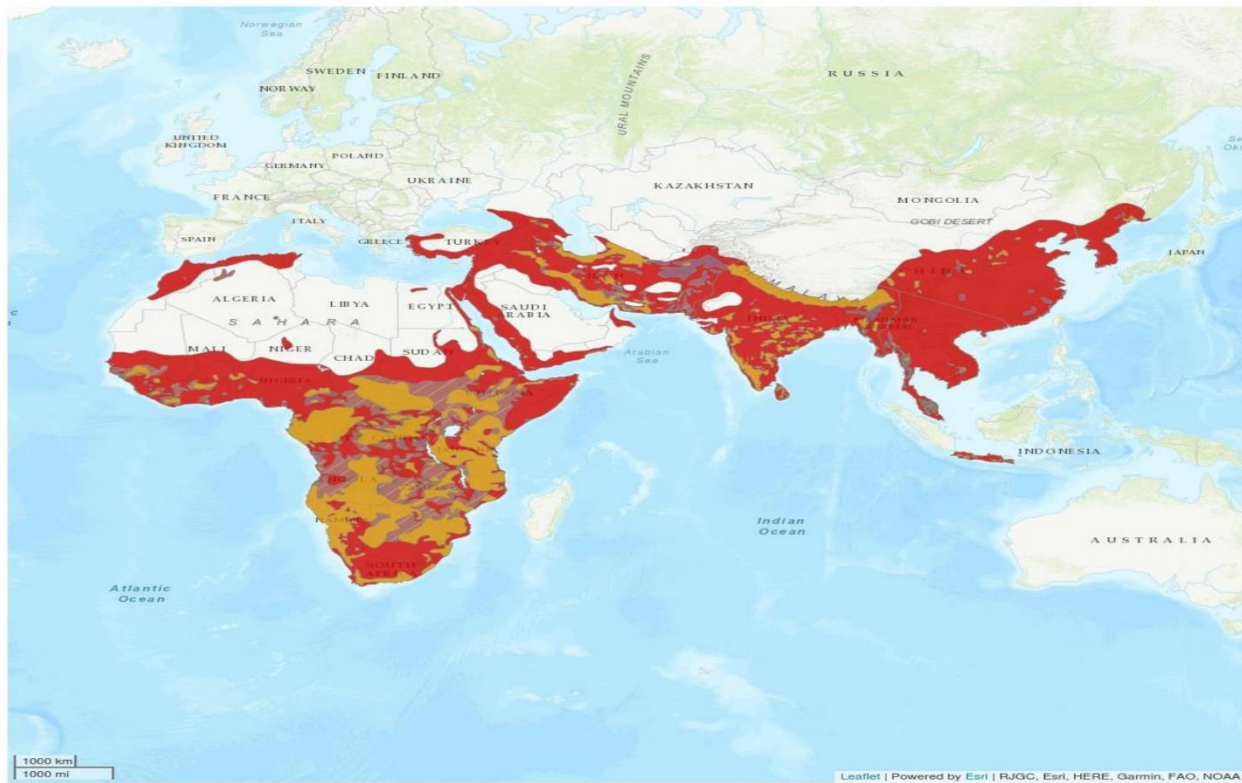
- 1- Wada'a Reserve: It is located in Amran Governorate, Bani Sarim District, isolation Wada'a
- 2- Al-Dbayaniya Reserve: It is located between 4 governorates (Al-Bayda - Al-Dhalea - Lahj - Abyan), the largest part of which is located in Al-Bayda Governorate.
- 3- Wadi Shars Reserve: It is located in the Hajjah Governorate, north of Yemen, in the Shars District.

Location map:

<https://www.iucnredlist.org/species/15954/163991139>

Distribution Map

Panthera pardus



Legend

- EXTANT (RESIDENT)
- POSSIBLY EXTANT (RESIDENT)
- POSSIBLY EXTINCT
- EXTINCT

Compiled by:
Peter Gerngross 2019



The boundaries and names shown and the designations used on this map do not imply any official endorsement, acceptance or opinion by IUCN.



Project description:

- Project stakeholders and beneficiaries
- Project stakeholders
- The General Authority for Environmental Protection in Yemen the local authority in the targeted areas beneficiaries.
- The population of the targeted areas in the targeted areas are as follows:
- Wada'a Reserve = 12,595 individuals (4,698 men, 4,623 women, 1,650 children, 1,624 girls)

- Dbayaniya Reserve = 6707 individuals (2502 men, 2462 women, 878 children, 846 girls)
- Wadi Shars Reserve = 11,551 individuals (4309 men, 4240 women, 1513 children, 1489 girls).
- Women and men will be part of the implementation of the project, and they will find jobs and preserve the environment by allocating 50% of the economic empowerment program to reduce illegal trade, and 50% of women will be in the field awareness team.

Project rationale:

The Arabian leopard (*Panthera pardus nimr*) is categorized as Critically Endangered on the SONCS Red List. Yemen has been identified as a key range state for conservation of the Arabian leopard. Since more than 15 years, one Arabian leopard has been caught from Wada and currently local people still report that Arabian leopard in Wada'a. The Arabian leopard is threatened by habitat loss, degradation and fragmentation; hunting of its wild prey, and retaliatory killing in defense of livestock (Al Jumaily et al. 2006, Breitenmoser 2006, Edmonds et al. 2006a, Judas et al. 2006, Spalton and Al Hikmani 2006, Al-Johany 2007). Some cases recently reported that Arabian leopard caught for trade from Yemen to neighbour countries.

This proposed project will verify the presence of the Arabian leopard and assess the status of the population and combat the international trade. Results of the research will provide data about the Arabian Leopard population in general. By clearly establishing the existence and extent of the Arabian leopard population in the target areas of the project (Wada'a / Amran Governorate, Wadi Shars / Hajjah Governorate, Al-Dhabianiya / Al-Bayda Governorate). It is worth mentioning that Yemen has enacted a law Np/ 26 for the year 1995 for the protection of the environment in all its forms which was endorsed and ratified by the resolution of the ministerial cabinet N 260 for the year 2009 which included the enforceability of the law issued previously. This step taken by the Government of Yemen gives a clear indication and desire to take the environment; protection a priority in the economic and development plan which should be applied unreservedly.

Project overall objective:

- To assess the status and estimate the size of the Arabian leopard population, its habitat, and its prey species in Amran, Hajja and al Al-Bayda governorates.
- Project approach and activities:
- The population of the communities in the targeted areas mainly depends on agriculture and livestock for their money. The total number of residents in the Wadaa area of Bani Sarim district in Amran governorate is (12,595), and in Wadi Shars in Hajjah governorate is (11551).
- people, and in Al-Dbayaniya district in Al-Bayda governorate is (6707). It is considered one of the areas threatened by armed conflict due to the spread of firearms among the local citizens. that threaten the safety of wildlife.
- Residents sometimes resort to selling rare and endangered animals in order to be able to obtain money and spend it on their daily lives due to the lack of self-projects that generate income for individuals, especially weak families.
- There are still existing initiatives carried out by Sanid Organization, Natural Conservation Sector (SONCS), which it submitted to the Public Authority for Environmental Protection in Sana'a. This initiative contains reducing risks to wildlife during conflicts through coordination with the relevant authorities to deviate from any hostilities in nature reserves and areas. The initiative also included monitoring Violations that affect wildlife, especially in nature reserves that contain endangered animals and plants.

Project activities:

- Field work
- Awareness campaign
- Data A
- Analysis
- Capacity building to combat trade
- Publishing the results
- Research teams will conduct studies in the mountain ranges from February 1, 2022 to January 31, 2027. It helps track Arabian leopards and poachers in the three targeted reserves.
- Study areas will be selected on the basis of previous data (sighting of the sign of the Arabian leopard, identification of access routes for poachers, etc.). The intention is to study a quarter of the areas subject to this proposed program.
- Data will also be collected through the use of 3 non-invasive remote camera traps (TMs and CamTrakker Rangers), the use of camera traps is new to this area so equipment experience will be included.
- Research and efforts to combat poaching are part of the field study. For future use, close attention will be paid to current investigations into the success of CCTV deployment at cabins frequented by anglers. In addition, a survey of local residents will be conducted to help identify the major threats facing Arabian leopard populations.
- C. The data will be analyzed using GIS technology (ESRI ArcMap, ArcView), and this data will establish the framework of an action plan for the conservation of the Arabian leopard. This plan will be developed based on an analysis of the threats to the species and the results of the mission.
- At the same time, the project will assess the economic level of the target community to determine the reasons why community members resort to illicit trade and attempt to identify other economic opportunities that help them attract income.
- Preparing a program in economic empowerment for 30 families of women and the most vulnerable groups in the targeted communities through small projects that will benefit the trainees in the program for a period of 10 days in each targeted area.
- Financing small activities according to the outcomes of the economic empowerment program, with 30 small projects benefiting 210 families by working within these projects. The number of beneficiaries is 1,680 individuals (504 men, 486 women, 354 children, 336 girls). Families benefiting from the cost of small projects will contribute 25%.
- It will also launch an awareness program targeting the local community to raise awareness of the dangers of illegal trade and how to coexist with wildlife.

Project impact:

- The project will limit the expansion of illegal wildlife trade, especially the Arabian leopard, in the targeted areas by improving the economic situation of the local community, raising awareness of how to coexist with wildlife and the risks of trafficking in it, and providing
- accurate information about the Arabian leopard in the target areas.
- Project assumptions and risks:
- The occurrence of armed clashes in the Al-Dbayaniya area, as it is located in the areas of contact between the

governorates (Al-Dhalea - Al-Bayda - Abyan) between the conflicting parties. This will be overcome through close coordination with the conflict parties to implement the team's activities safely.

- Lack of oil derivatives, this will be overcome by taking into account the supply of sufficient quantities of gasoline.
- The target areas are active in the Arabian Leopard, which is considered a threat to the team's life.
- Guides will be used in the targeted areas and safe places will be chosen to maintain the safety of the field team.

Long term sustainability and replicability:

- The project will contribute to the formation of an accurate database on wildlife in (Wada'a / Amran Governorate, Wada Shars / Hajjah Governorate, Al-Dhabianiya / Al-Bayda Governorate) in general, which is targeted in the project, and thus will benefit from this data in the work of studies and future research, and will be used to create a suitable environment for coexistence between the local community and the wild animals surrounding them.
- The project also contributes to revealing the reasons that compel the local community to engage in illegal wildlife trade, in addition to addressing these reasons by creating real economic opportunities that enable the local community to benefit from them and obtain daily income, through small projects that the project will secure for the target groups of Economic Empowerment Program. This will have a significant impact in the long run.

Project's communication plan:

- Coordination will be made with the Environmental Protection Authority (EPA) and a meeting will be held to create a cooperation agreement to implement the project's activities according to the chronic plan. SONCS will coordinate with the Environmental Protection Authority (EPA), as it is the agency specialized in implementing these projects.

The role of (EPA) is to:

- Share the project with its previous studies and information. Providing the project with a cadre specialized in studying endangered animals. Benefiting from its previous projects that it implemented in studying the Arab tiger.

The role of SONCS is to:

- Coordination with the official authorities and the issuance of the necessary permits for implementation.
- Coordination with the local authorities in the targeted areas and the local community.
- Preparing project needs and coordinating the implementation of field studies.
- Coordination work with the concerned authorities to issue a permit to implement the project and start holding the introductory workshop for the project with the stakeholders and the project team to introduce the project activities and the executive mechanism.

The workshop continues for one day:

- Coordination with the armed conflict parties present in the target areas of the project to ensure that the field monitoring team goes to the three targeted reserves. Minutes for selecting field volunteers will be made in the target areas of the project in coordination with the local authorities of each area and the formation of community committees.
- That 50% of the volunteers who will be selected will be women. At the same time, coordination will be made with 3 media outlets (radio) to spread awareness messages in a focused manner within the targeted areas.

❖ LOGICAL FRAMEWORK & MONITORING PLAN

❖ LOGICAL FRAMEWORK & TIMELINE:

❖ Logical Framework:

- **Project Overall Objective:**
- To protect the critically endangered Arabian leopard in Yemen by developing and implementing an innovative monitoring and tracking system, engaging with local communities, and protecting leopard habitat.

Results	Outputs	Activities
R1 Natural reserves of the Arabian leopard.	O1.1 Accurate monitoring and tracking of the life of the Arabian leopard in the targeted areas.	A1.1.1 Gathering preliminary information from the people of the local community about the life of the Arabian leopard in the targeted areas. A1.1.2 Accurate monitoring and tracking of the life of the Arabian leopard in the targeted areas.
R2 Awareness of the local population is increasing.	O2.1 30 people from the target community acquire community awareness skills to dedicate the conservation of wildlife and endangered species.	A2.1.1 Training of 30 people on community awareness methods to preserve wildlife and endangered species in the target areas of the project.
R3 The local population left the Arabian tiger trade and contributed to its preservation.	O2.2 The local community sustainably conserve leopards.	A2.2.1 Implementation of a field awareness campaign with the participation of community committees in the targeted areas. Targeting 6000 people from the local population.
	O3.1 Vulnerable families in the targeted areas have dispensed with trading in the Arab tiger and have small income- generating projects	A2.2.2 Implementation of a media campaign through the media (radio) aimed at educating 24,853 people in the targeted areas.
		A3.1.1 Empowerment of 30 families (15 males,15 females) in managing small projects.
		A3.1.2 Provide post-training support to the trained beneficiaries in the start-up of micro/small enterprises.

Project Monitoring Plan:

Indicators	Frequency	Baseline	Target
R1 Natural reserves of the Arabian leopard			
G3. Evidence of breeding	Beginning and End		
G3. Yes/No		Yes	Yes
H12. Survival rate	Reporting Period		
H12. % seedling survival		N/A	
H13. Evidence of target species movements in corridors	Reporting Period		
H13. Yes/No		Yes	Yes
R2 Awareness of the local population is increasing			
P9. Direct beneficiaries of awareness campaigns	Reporting Period		
P9. Number of people directly reached per type			
Radio		30853	24853
Conservation class / School clubs		30853	6000
R3 The local population left the Arabian tiger trade and contributed to its preservation			
P4. Average annual income	Beginning and End		
P4. Total USD per household per year		N/A	
P4. Number of different income sources		N/A	
P5. Number of direct beneficiaries of livelihoods and alternative energy sources provided	Reporting Period		
P5. Number of direct beneficiaries for all livelihoods and alternative energy sources combined			210
P5. Number of men directly benefiting per each type			
Micro-enterprises created		210	111
P5. Number of women directly benefiting per each type			
Micro-enterprises created		210	109

Project Timeline:

Results	Activities	Scheduler				
		Year1	Q1	Q2	Q3	Q4
R1 Natural reserves of the Arabian leopard	A1.1.1. Gathering preliminary information from the people of the local community about the life of the Arabian leopard in the targeted areas.		Q1	Q2	Q3	Q4
		Year1	√	√	√	
	A1.1.2. Accurate monitoring and tracking of the life of the Arabian leopard in the targeted areas.		Q1	Q2	Q3	Q4
		Year1	√	√	√	
R2 Awareness of the local population is increasing	A2.1.1. Training of 30 people on community awareness methods to preserve wildlife and endangered species in the target areas of the project.		Q1	Q2	Q3	Q4
		Year1		√		
	A2.2.1. Implementation of a field awareness campaign with the participation of community committees in the targeted areas. Targeting 6000 people from the local population.		Q1	Q2	Q3	Q4
		Year1		√		
	A2.2.2. Implementation of a media campaign through the media (radio) aimed at educating 24,853 people in the targeted areas		Q1	Q2	Q3	Q4
		Year1		√		
R3 The local population left the Arabian tiger trade and contributed to its preservation	A3.1.1. Empowerment of 30 families (15 males,15 females) in managing small projects.		Q1	Q2	Q3	Q4
		Year1				√
	A3.1.2. Provide post-training support to the trained beneficiaries in the start-up of micro/small enterprises.		Q1	Q2	Q3	Q4
		Year1				√

BUDGET:

BUDGET: the Arabian Leopard Population Project Budget:

Note: The project is designed for a period of 3 years, as well as the estimated budget for the project for a period of 36 months (3 years). It is also divisible to implement over one or two years by dividing the budget by 3, so that the annual budget for the project is (\$149,966.00) US dollars, including the implementation of all activities, with the number of iterations distributed. Activities in proportion to the annual budget, for all reserves.

Budget categories	Budget item	For unit number of units	value the unit is in US dollars	Total cost in US dollars	Detailed explanation and justification		
1. Staff and other personnel costs							
1	Staff costs* (gross salary + social fees + employer costs)	project manager	Per month	12	\$ 700.00	\$8,400.00	10 % of the total salary will be deducted and disbursed to the General Tax Authority.
2	Staff costs* (gross salary + social fees + employer costs)	project coordinator	Per month	11	\$ 600.00	\$ 6,600.00	10 % of the project manager's working hours.
3	Staff costs* (gross salary + social fees + employer costs)	Fainancial assistant	Per month	6	\$ 450.00	\$ 2,700.00	10 % of the total salary will be deducted and disbursed to the General Tax Authority
4	Staff costs* (gross salary + social fees + employer costs)	Logistics employee	Per month	6	\$ 400.00	\$ 2,400.00	100% of the project coordinator's working hours
5	Staff costs* (gross salary + social fees + employer costs)	Monitoring and evaluation officer	Per month	7	\$400.00	\$ 2,800.00	10 % of the total salary will be deducted and disbursed to the General Tax Authority.
6	Staff costs* (gross salary + social fees + employer costs)	Expert in biodiversity studies and endangered species.	Per month	7	\$ 9,00.00	\$ 6,300.00	70% of working hours.

7	Staff costs* (gross salary + social fees + employer costs)	Women and Awareness Sector Coordinator.	Per month	7	\$350.00	\$ 2,450.00	10 % of the total salary will be deducted and disbursed to the General Tax Authority.
Total section							\$31,650.00
2 . Office equipment							
1	Project supplies (non-office related)	Fixed camera	For each participant	3	\$ 750.00	\$2,250.00	3 non-invasive remote camera traps (TMs and Cam Trakker Rangers) in order to monitor and track the Arabian leopard and wildlife and record them in the list of those in the reserves.
2	Project supplies (non-office related)	Digital photography camera	For each participant	3	\$ 4,500.00	\$14,500.00	A modern digital photography camera in order to document the landscape in which the Arabian leopard lives and document its topography and diversity. Participation of the media and international actors.
3	Project supplies (non-office related)	laptop	For each participant	3	\$ 1,500.00	\$4,500.00	Providing the team coordinator, endangered animal specialist, endangered plant specialist, map specialist, and member of the Environmental Protection Society) with laptop computers to save and manage information and data.
4	Project supplies (non-office related)	positioning device.	For each participant	3	\$ 150.00	\$450.00	The field team will be provided with GPS devices to identify and record the locations of the Arabian leopard
5	Project supplies (non-office related)	Long range binoculars	For each participant	3	\$ 250.00	\$750.00	The field team will be provided with long-range night vision, and another reserve will be purchased, to monitor the movements of the Arabian leopard and the places where it moves.
6	Project supplies (non-office related)	Energizer battery	Each camera and GPS	180	\$ 3.00	\$540.00	Energizer battery for cameras and GPS.
7	Project supplies	64 GB internal	For	12	\$ 17.00	\$204.00	64GB flash memory for cameras *9. 64 GB flash

	(non-office related)	memory	each camera				memory to save data *6.
8	Project supplies (non-office related)	Jackets and beanies.	For each participant	18	\$ 25.00	\$450.00	Jackets and beanies with the EPA logo and. (SONC).
9	Project supplies (non-office related)	desktop gadgets	For each group	9	\$ 40.00	\$360.00	Pens + notebooks + inks + printing papers for the field team.
0	Project supplies (non-office related)	Color laser printer	For each participant	3	\$ 550.00	\$1,650.00	The printer will be used in the field while implementing community awareness activities and documenting the monitoring process.
Total section							\$25,154.00

3 Travel crew .

1	Travel (international travel, domestic travel, accommodation, accommodation)	Travel and accommodation of the monitoring team in the targeted reserves	Per day	90	\$150.00	\$13,000	Each member of the field monitoring team is paid \$ 40 * 5 people = 50 \$ per day \$40 includes food, drinks, communications and other expenses. The monitoring team consists of (a specialist in the study of endangered plants and animals, a specialist in studies of endangered animals (plants, a specialist in information systems and maps, a field coordinator, a member of the Environmental Protection Society).
2	Travel (international travel, domestic travel, accommodation, accommodation)	Field guide	For each participant	3	350.00\$	\$1,050	For a natural diet field guide * 30 * \$20 = \$1200 per person.
Total section							14,050.00\$

4. Meetings and workshops (venue costs, food, speaker fees)

3	Meetings and workshops (venue costs, food, speaker fees)	An introductory workshop about the project	Per day	3	\$750.00	\$2,750.00	An introductory workshop on the project will be carried out for one day at a cost of \$550, which includes renting the hall + rest room + stationery + documentation + media publication + banner + transportation allowance of \$35*5.
4	Meetings and workshops (venue costs, food, speaker fees)	Training 30 people on community awareness methods to preserve the protection of nature, wildlife and endangered species in the reserve during the project.	For each group	3	\$5,000.00	\$15,000.00	10 people * 3 targeted reserves * 3 days will be trained. Training costs include trainers' wages, breaks, stationery, signage, hall, and transportation.
5	Meetings and workshops (venue costs, food, speaker fees)	Training community volunteers on community awareness methods to preserve nature, wildlife, and endangered species.	For each group	3	\$6,000.00	\$18,000.00	Empowering 30 families (15 males and 15 females) in managing small projects. 10 vulnerable families * All those residing in the reserve will be targeted within a mini-training program lasting ten days for each group. Beneficiaries are provided with the basics of small project management and benefit from modern methods to help in the success of the projects they will create.
6	Meetings and workshops (venue costs, food, speaker fees)	Implementing a field awareness campaign with the participation of community committees in the targeted areas. Targeting 3,000 local residents.	Per day	30	\$900.00	\$27,000.00	Per person: \$5 * 30 days = \$900. Each person will educate 200 goals.
Total section						\$62,750.00	

5. Indirect costs (office rent, communications, office services, electricity, insurances, fees, etc.)

7	water		\$50.00	1	\$36.00	\$1,800.00
8	electricity		\$80.00	1	\$36.00	\$2,880.00
9	Cleaning materials		\$100.00	1	\$24.00	\$ 2,400.00
Total section						\$7080
General details of the budget						
Staff costs						\$ 31,650.00
Office equipment						\$25,154.00
Travel crew						\$14,050.00
Meetings and workshops (venue costs, food, speaker fees)						\$62,750.00
Office supplies						\$7080
Total amount						\$140,684.00
Indirect costs (maximum 7%)						\$9282
Total project budget						\$149,966.00

DUE DILIGENCE

Organisation Information

Organisation Information (If your organisation is a public body, please ignore questions marked with an asterisk)

Official name of organisation

Sanid Organization, Nature conservation sector SONCS

Scope of organisation

National

Type of organisation

Not-for-profit / NGO

Founding Documents

Bank account information for the organization in the bank.

Name of Account Holder	Sanid organization for relief and development
Account Address	Yamen - Sana'a . Shu'aub - alhabari street
Account No USD	417-157182 - 02
Bank Name	YEMEN KUWAIT BANK HEAD OFFICE SANA'A
Bank Address	SANA'A Al-Zubairi Street
Swift Code	YKBAYESA
Branch	60thSTOffice
Bank phone number	0096701209451
Bank email address	i.alweshah@yk-bank.com

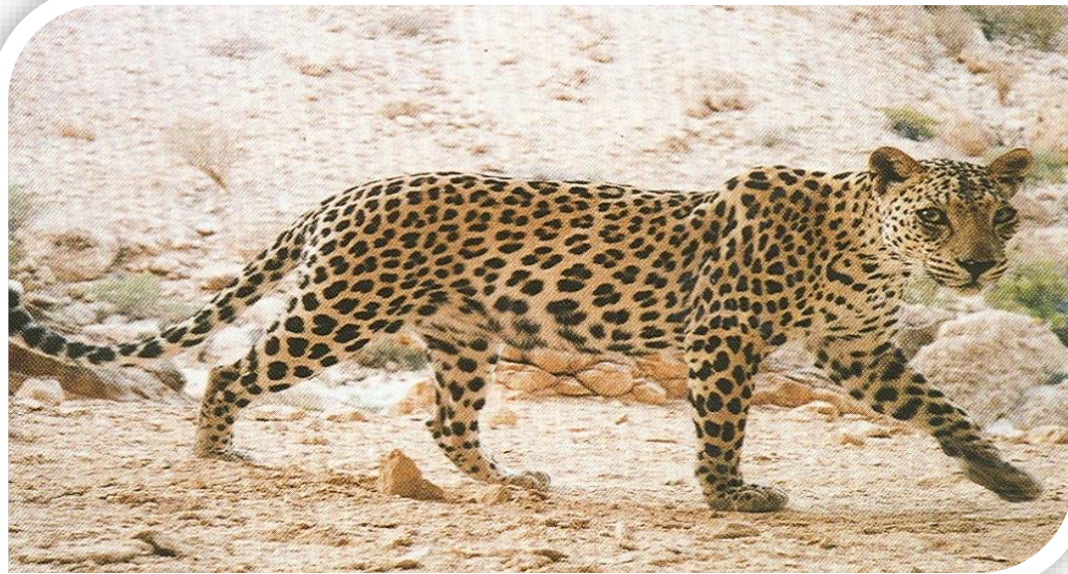
Financial budget for the next three years	
Operating budget (This year)	251000
Currency	USD-US Dollar
Operating budget (Last year)	263000
Currency	USD-US Dollar
Operating budget (Two years ago)	181000
Currency	USD-US Dollar

A special report for the organization

A Report on the Arabian Leopards in Yemen

Since the outbreak of the armed conflict in Yemen at the end of 2014, there were many Arabian leopards that have been subjected to over-hunting both in their original habitats and the natural protected areas where they reside, according to the cases monitored by the organization.

According to Sanid Organization for Nature Conservation (SONC), the most important areas in which leopards were subjected to over-hunting and illegal trade were the governorates of (Lahij - Al-Dhal' - Abyan - Shabwa - Al-Mahra). These areas are characterized by their environmental elements that are punctuated by cracks, caves and deep valleys suitable for protection, and the abundance of water and diverse trees that provide good food for the wild animals preyed upon by the Arabian leopards, which keep them alive and preserve their abundance.



In this report, the violations that SONCS was able to document from several local sources will be highlighted, as SONCS tried as much as possible to investigate the information that was documented through picture, place, date and location on the map. SONCS has not relied on any information about such cases of violations which have not been directly confirmed. SONC has also communicated with all relevant social characters, activists and officials in the areas where violations are reported.

Recorded Trapping Cases:

- On July 6, 2014
- A group of hunters hunted 3 Arabian leopards in the Al Shuaib area, Al Dhale' Governorate, as shown in the attached photos. See picture no. (1a & 1b)
- On October 22, 2014
- 3 hunters hunted 2 Arabian leopards in the Hudub area in the Hawf Natural Protected Area, in Al-Mahra Governorate. See picture no. (2a&2b)
- December 5 2014
- A man in his forties, with his friend, hunted an Arabian leopard in the (Lab'ous Hateeb) area in Yafa' District, Lahj Governorate. (13.865651,45.284277) See picture no. (3)
- November 5 2016
- A hunter killed a leopard with a Kalashnikov (machine gun) while gambling with his friends if he could shoot the leopard or not, in Juban area of Al-Dhal' Governorate (13.984565, 44.852080). See picture no. (4)

- February 22, 2017
- A young man in the third decade of age hunted a leopard in the "Hallak" mountains in the Mudiyah district of Abyan governorate, after the people in the Talh region suffered from fear as a result of the leopard devouring their sheep and threatening their lives. See picture no. (5)
- December 22, 2017
- A group of hunters in the Juban area of Al Dhale' Governorate (13.984565, 44.852080), hunted an Arabian leopard and then slaughtered it and slipped its skin on a tree trunk as shown in the picture. See picture no. (5)
- May 21, 2018
- Two leopards were killed in the mountains of Al-Shuaib area, Al Dhale' Governorate, 13.841652,44.879431 See picture no. (6)
- January 09, 2020
- A group of hunters hunted an Arabian leopard in the Hadd area of Yafa' District - Lahij Governorate (13.996128, 45.302339) and slaughtered it. Attached is a video documenting a terrible hunting operation. See Picture (7).
- April 5 2021
- A citizen of the Al-Barakani family in Wadi Shi'b Al-Dhabi (Gazelle Valley) in the village of "Yari" in Al-Hawzn area, Lauder District, Abyan Governorate (13.907841, 46.085867), set a special trap for hyenas hanging on a tree, and was able to hunt a female Arabian leopard late at that night. Residents of the region said that they heard the cries of the Arabian leopard in the early hours of the morning after she fell into the trap, but none of them went to check the source of the sound, and in the morning, they found the Arabian leopard caught by a tree trunk.
- An activist in the region said that an amount of 6 million Yemeni riyals (12,000 USD) was offered to the Al-Barakani family in order to buy the leopard, but the family rejected the offer and demanded double the amount in order to sell. See Picture (8)
- On July 2, 2021
- Citizens hunted two Arabian leopards, in the "Yari" valley in Shi'b Al-Dhabi (Gazelle Valley), near to Jabal Thara, 9 km east of Lawdar District, Abyan Governorate (13.907841, 46.085867).
- Local citizens said that one of the leopards escaped from the chains while trying to catch him and attacked a citizen close to him, before he was shot and killed. While the other leopard died in the trap moments after the incident, without being shot. (see picture no. (9))
- In April 2022
- Two Arabian leopards were hunted, one of them in the "Aqtan" area of Wadi Bana in the Halaymin District of Lahj Governorate, after a shepherd put a quantity of poison in a dead sheep and left it to be eaten by the leopard that died due to poisoning. The people said that more than 13 goats were died because of leopards while grazing in a mountain in the area. Killing this leopard came a month after a leopard crashed with an 85-year-old citizen in the Labous district of Lahj governorate, southern Yemen. See picture no. (10).
- As for the other incident, it was a female leopard that was killed in the Al-Dabianiya Protected Area, north of Abyan Governorate, and her four less-than-month babies were captured. See picture no. (11).

Smuggling Arabian Leopards out of Yemen:

On January 15, 2020, after chasing unidentified intruders across the Yemeni-Saudi border, the Border Guards in Jizan region in the south of the Kingdom of Saudi Arabia were able to arrest smugglers of Arabian leopards. Their own large canvas bags were searched inside which were 3 Arabian leopards smuggled from Yemen to Saudi Arabia. Attached is a video documenting the reservation on the Arabian leopards. However, no official statement was issued by the Yemeni government acknowledging that it had received the leopards from the Saudi side.

Picture (1a)



Picture (1b)



Picture (2a)



Picture (2b)

Picture (3)

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Picture (4)



Picture (5)



Picture (6)

Picture (7)

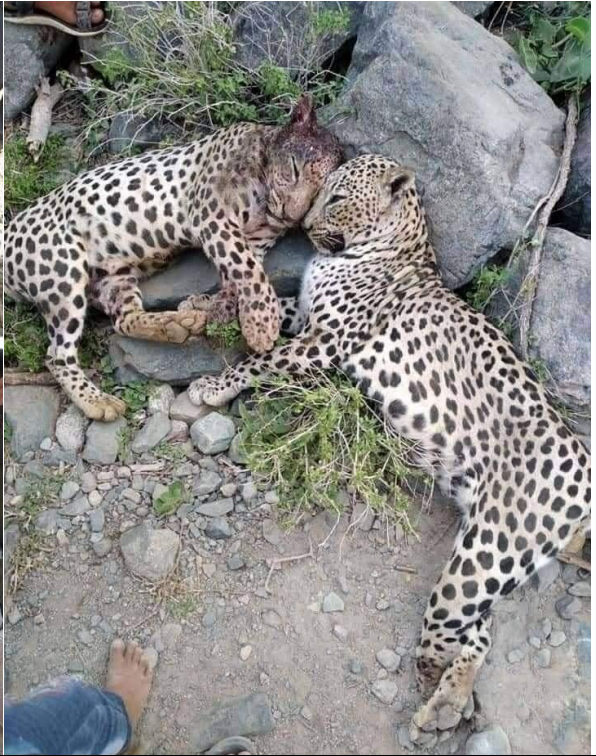
Picture



(8)



Picture (9)



Arabian leopard in Yemen – an update

- Abdullah A.H. Aboalfotooh, Director General, Biodiversity and Nature Reserves, Environmental Protection Agency, Yemen
- Omer Baeshen, CITES Focal Point, Environmental Protection Agency, Yemen
- Riadh Saif, Programme SONC/SANID
- Abstract: The Arabian leopard is assessed as Critically Endangered in the IUCN Red List of Threatened Species. Only few recent records were known from Yemen, and those mostly originated from the border area with Oman. However, in the last few years, several reports turned up on social media. They were mostly cases of illegal killing, but often from areas where scholars believed the leopard to be extinct, especially from the Al Dhabyaniyah region. There was even one report of reproduction. Whilst active in situ projects remain highly unlikely due to the armed conflict, citizen science reports and social media should continually be surveyed to gather all possible information on these largely unknown populations.
- The smallest subspecies of the leopard *Panthera pardus* is the Arabian leopard *P. p. nimr*, which is endemic to the Arabian Peninsula and was assessed as Critically Endangered in the IUCN Red List of Threatened Species (Mallon et al. 2008). Back in 2006, Cat News Special Issue 1 presented the known information about the status of this subspecies. At that time, recent confirmed records were only reported from western and south-western Saudi Arabia, western Yemen, and south-western Oman (Spalton & Al Hikmani 2006). In Yemen, there were recent records of leopards captured in the central part of the western highlands, notably around Wada'a, and verbal reports of presence or possible presence in other parts of the western mountains, southwest Yemen, central-southern Yemen, and Al Mahra in eastern Yemen (Al Jumaily et al. 2006). Accordingly, the newest Red List Assessment (Al Hikmani et al. 2023) shows only two small patches as "extant", but three more as "possibly extant", underlying the continuous shortage of confirmed information.
- At the time, some field visits tried to gather more information on the occurrence of Arabian leopards in specific areas in Yemen (e.g. Mallon 2009). In 2009, the Foundation for the Protection of the Arabian Leopard in Yemen (FPALY) was founded as a local NGO. FPALY undertook several field surveys within historic leopard range, conducted education and awareness programmes, and liaised on leopard conservation with national and regional governments. From December 2010 to January 2011, FPALY installed 12 trail cameras in Hawf Protected Area in south-east Yemen, on the border with Oman (Pittet 2011a). On 18 January 2011, two photos of a leopard were taken, and a further photo on 24 February 2011 (FPALY 2011a, b). No photos have been obtained since then. It is not known if a breeding population occurred in Hawf, or whether the leopards photographed were from the known population in Dhofar, just across the border. At that time, a partial (4 km long) border fence was in place. This fence has since been extended and strengthened and now forms a formidable barrier to wildlife, severing connectivity between Hawf and contiguous habitat to the east. Pittet (2011a, b) reported that only older herders were aware of leopard depredation in this region and that people had generally a low and rather mystical understanding of the species. Leopards occasionally discovered in the Hawf reserve are likely transitory individuals from the Oman population.
- In late 2011, a video was posted on YouTube of a leopard captured in Lawdar. FPALY representatives met with the DG of Lawdar to discuss leopard conservation in the area (FPALY 2011c). In 2012, a photograph of an injured leopard captured in Shabwa governorate apparently in a steel-jawed trap, was posted on social media. This area was considered as "probable" leopard range in 2006 (Al Jumaily et al. 2006).
- Since late 2014, Yemen has been in the grip of an ongoing civil war. Armed conflicts mostly negatively impact fauna and flora in the affected areas (Gaynor et al. 2016). It must be assumed that the situation of the Arabian leopard has become even more dire since 2014; but field surveys, missions by the Environment Protection Agency (EPA), and conservation activities of any kind have become extremely difficult. Soon after the beginning of the civil war, it was reported that Arabian leopards held in captivity in Yemen, which would be crucial to be integrated into the conservation breeding programme, were suffering up to starvation (Bürki & Breitenmoser 2016).
- Photos of leopards killed or captured have continued to be posted on social media. Since 2016, one of the authors (AAF) has collated online posts. Many of the online reports originate from the Al Dhabyaniyah region of southern Yemen, with some from other locations in southern Yemen (Table 1). At least 10 leopards were estimated to have been killed or caught in Al Dhabyaniyah from 2015 to 2021 and the EPA has investigated at least 18 cases of capture or killing in this region. In September 2021, OB received reports of "several cases of killing" of leopards including a recent case in Al Dhabyaniyah.
- In March 2022, a report by the Sanid Organisation for Relief and Development (SORD) mentions 22 illegally hunted leopards since the beginning of the armed conflict (SORD 2022). The Sanid Organization for Nature Conservation (SONC) sent a report to the IUCN SSC Cat Specialist Group in May 2022 listing 21 cases of leopards (including 4 cubs) illegally killed since 2014 (SOM 1). These included many of the reports referred to

above from Al Dhabiyanayah, with others from Lawdar and Hawf (Fig. 1). Additionally, there was an attempt to smuggle three leopards across the border into Saudi Arabia.

- Al Dhabiyanayah is a remote mountain region situated where the borders of the three governorates of Al Dalie', Al Bayda and Lahej meet. AAF has visited Al Dhabiyanayah to raise awareness of the persecution and the importance of this leopard population, and met with local leaders and negotiated agreements between them on behalf of the Environmental Protection Agency (EPA) to stop the persecution. The number of posts and photos of leopards captured or killed in this region since 2014, plus the verbal reports of presence and depredation given to AAF during his visits strongly suggests that the region harbours a leopard population of unknown size – but one that is clearly in great peril from the ongoing persecution. A short video sequence of a leopard was obtained recently in Al Dhabiyanayah. It is unclear whether these reports represent a single population, several nuclei, and/or animals moving between them. The approximate location of the recent leopard incidents and main locations in Al Dhabiyanayah are shown in Fig. 2. There are very old records of leopards from Al Bayda, and some more recent unconfirmed reports of presence in this general area, but the occurrence of a breeding population here has been overlooked until very recently, including the latest review (Jumaily et al. 2006). In late 2023, the office of the Prime Minister issued a draft decree declaring an Arabian Leopard Reserve in Al Dhabiyanayah covering approximately 6,765 km² (two core area totalling 1,067 km²; buffer zone 1,857 km²; utilization zone 2,940 km²).
- The precise location of most of the other incidences of killing and capture listed in Table 1 is not known, and the map (Fig. 1) is therefore not very accurate.
- An additional Facebook post sent to AAF came from a local biologist in Shabwa governorate, farther to the east, who said local Bedu reported hearing leopard vocalisations and depredated livestock in the Kur al Awaliq mountains.
- It is believed that leopards once occurred all along the mountains of western Yemen (Al Jumaily et al. 2006). The latest confirmed evidence is leopards captured in the Wada'a area of Amran governorate in the late 1990s-early 2000s. No social media posts or other information referring to western Yemen have been reported so far. Whether leopards survive in any part of western Yemen is not known, though there have been local reports of presence at several sites in the last 10 years. However, field surveys have been very few, and some areas are difficult to access, such as Sa'adah governorate in the NW on the border with Saudi Arabia.
- It is impossible to establish the exact number of different events from the various sources, but indeed, only two pictures were presented by both, AAF and SONC. We assume that there is some overlap between the different sources, but each report also contained events not listed in the other one. At least 20 leopards – mostly killed animals – have been recorded from areas with few or no former records. The fact that Arabian leopards in Yemen are readily killed is worrying, but the extent of the cases seems to indicate that the distribution of the leopard in Yemen may still be larger than previously assumed. Sex and age of the animals killed was mostly not reported or not visible from the photos; we cannot assess how many of the dead leopards might have been dispersing males outside the permanently occupied areas. One case of the killed female in Al-Dhabyaniyah area, Abyan governorate, with its four "less-than-month" old juveniles (see SOM 1, Picture 11), proves reproduction in this area.
- Al Hikmani et al. (2023) estimates the Arabian leopard population in Yemen to be fewer than 50 individuals, but this is highly speculative. They assume that the leopard may still exist in five sites, namely the northern part of the western highlands (between Sa'dah and the Saudi border), the central-western highlands (Jebel Bura'a), southwest Yemen (between Taizz and Ad Dale), southeast Yemen (Lawdar area in Abyan governorate) and Hawf in Al Mahra, as already suggested by Al Jumaily et al. (2006). It is unrealistic to expect reliable density estimations in Yemen in the near future, but consistent collection of citizen science data may shed some light on the extant distribution. Social media seems to be a promising source to detect leopard records from Yemen. We encourage all who have access to such information to collect as much details on leopards in Yemen as possible and share them with the conservation community.
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Table 1. Records of illegally killed leopard in Yemen in recent years. ID: locations with coordinates are designated by numbers, locations where only a place name is given are designated by letters (see Fig. 1). Ind.: number and (where known) sex of killed individuals.

ID	Date	Location	Ind.	Source
a	2011	Hawf Protected Area, Al Maharah	1M-2	FPALY 2011a, b
b	2011	Lawdar (Video on Youtube)	1	FPALY 2011c
c	2012	Shabwa	1	(D. Mallon, pers. comm.)
d	2015-20 thereof	Al Dhabiyaniya	10	AAF
		Al-Shuaib	2*	AAF
		Al-Jouben district	1	AAF
		Khabah village, Al-Qwaim subdistrict	1	AAF
e	Jul 2019	Kur Al Awalik mountains, Shabwa	1**	AAF
f	recently	Al Dhale'	1	OB
g	2015-22	Various	22	SORD
h	6 Jul 2014	Al Shuaib, Al Dhale'	3	SONC
i	22 Oct 2014	Hudub area, Hawf Protected Area, Al-Mahra	2	SONC
1	5 Dec 2014	Lab'ous Hateeb, Yafa' district, Lahej	1	SONC
2	5 Nov 2016	Juban area, Al-Dhale'	1	SONC
j	22 Feb 2017	Hallak mountains, Mudiyah district, Abyan	1	SONC
3	22 Dec 2017	Juban area, Al Dhale'	1	SONC
4	21 May 2018	Al Shuaib area, Al Dhale'	2	SONC
5	9 Jan 2020	Hadd area, Yafa' district, Lahej	1	SONC
6	5 Apr 2021	Wadi Shi'b Al-Dhabi, Al-Hawzn area, Lawdar district, Abyan	1F***	SONC
7	2 Jul 2021	Shi'b Al-Dhabi, near Jabal Thara, Abyan	2	SONC
k	Apr 2022	Aqtan area, Wadi Bana, Halaymin district, Lahej	1	SONC
l	Apr 2022	Al-Dhabiyaniyah, Abyan	1F + 4juv	SONC

*Animals believed to have left the breeding area on search for food

**Does not refer to an illegal killing, but to leopard vocalisation and attack on livestock.

***Unclear whether the animal caught in a trap for hyenas was killed or survived.

Figures

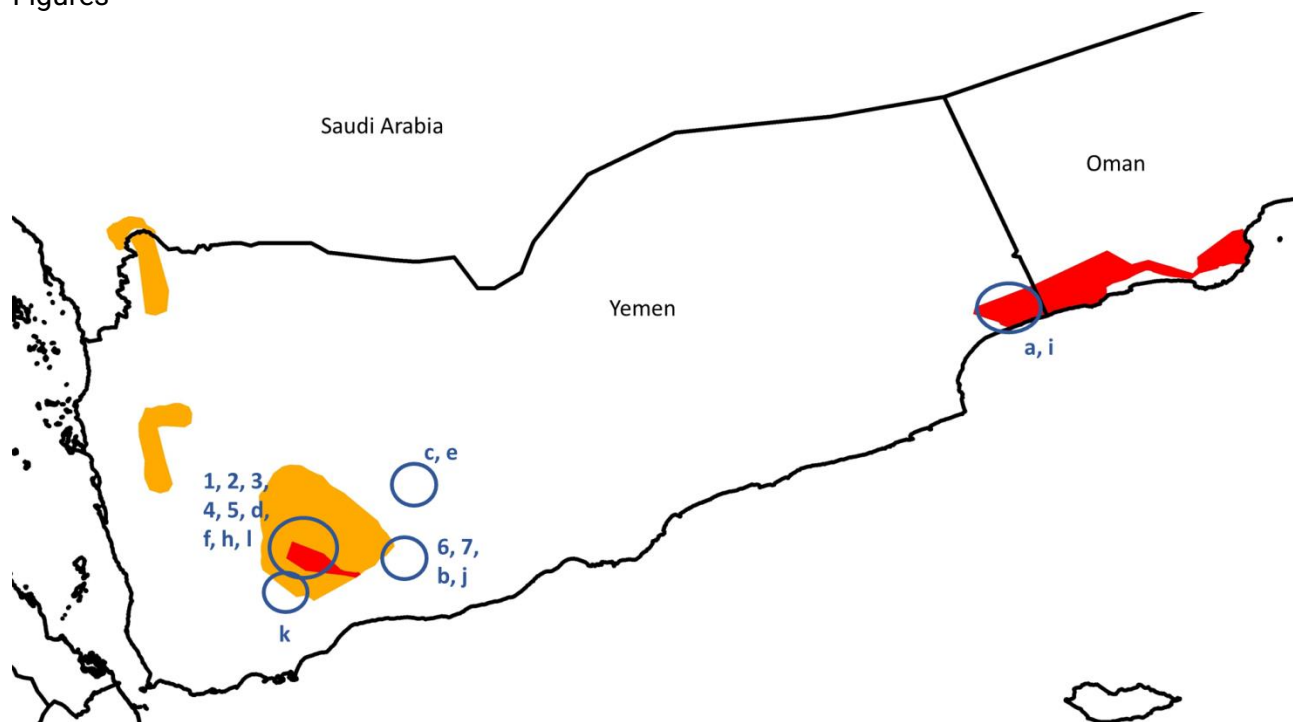


Fig. 1. Map of the approximate locations of the Arabian leopard records from Yemen according to Table 1 (dark blue circles, numbers and letters). The polygons indicate where the Arabian leopard is believed to be Extant (red) and Possibly Extant (orange; Al Hikmani et al. 2023).

Fig. 2. Location of recent Arabian leopard reports in the Al Dhabiyanayah region (map prepared by Eng. Abdullah A.H. Aboalfotooh, EPA)



