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# WIO-COMPAS

## PROGRESS, IMPACT AND LESSONS

2008-2026

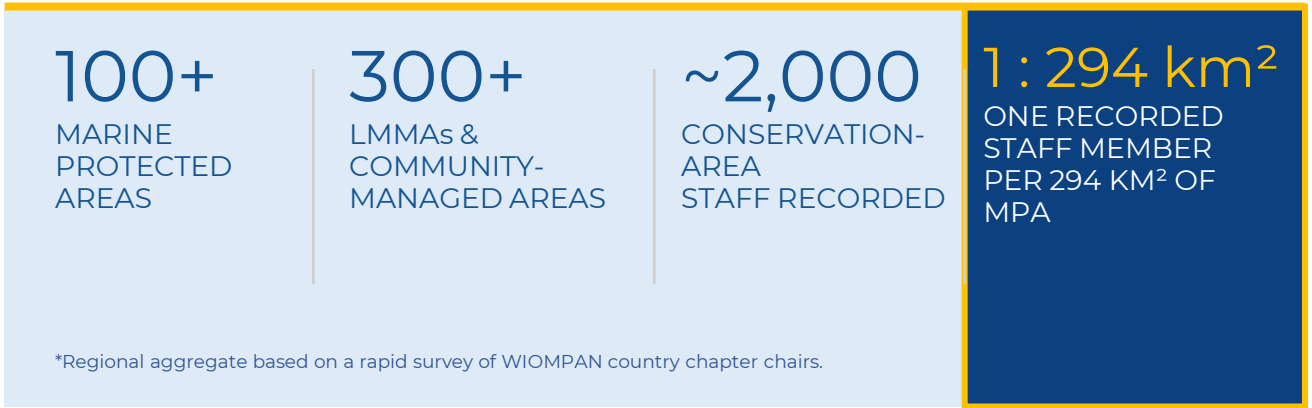
### The workforce behind effective management

The Western Indian Ocean now includes more than **100 marine protected areas** and over **300 community-managed marine areas and LMMAs**. As countries work towards global biodiversity targets, these numbers—and the area under conservation—are expected to grow. Yet expanding coverage will deliver limited benefits unless existing and new areas are managed effectively.

Regional assessments continue to show a gap between designation and effective management. The *Western Indian Ocean Marine Protected Areas Outlook* found that only around **40% of assessed MPAs were effectively managed**, with persistent constraints relating to staffing, skills, financing, monitoring, enforcement and community engagement.

A rapid survey conducted through WIOMPAN country chapter chairs recorded approximately **2,000 people working in ocean conservation areas across the region**. When considered against the combined extent of WIO MPAs, this equates to approximately **3.4 staff per 1,000 km<sup>2</sup>—or one staff member for every 294 km<sup>2</sup> under protection**.

The challenge is not only to increase staff numbers. Marine conservation professionals need the competence to translate management plans, scientific evidence and policy commitments into effective action. They also require continued professional development, recognised standards, supportive institutions and credible pathways for career progression. WIO-COMPAS was developed to address this critical link between workforce capacity and management effectiveness.



From training to demonstrated competence

WIO-COMPAS was launched in 2008 to address a critical gap. Training can strengthen knowledge and skills, but completing a course does not show whether a practitioner can apply them effectively in the workplace. Candidates demonstrate their existing knowledge, experience and performance against regional standards through portfolios, case studies, practical exercises, written assessments, presentations and interviews. The three levels represent professional progression based on years of experience and the increasing scope and complexity of roles and responsibilities. They do not indicate differences in the importance of each role.

Across three levels, WIO-COMPAS assesses the capabilities required for effective management—from governance, enforcement and operational planning to stakeholder engagement, monitoring, resource management, leadership and ethics. Candidates receive a recognised professional designation, while the assessment process helps them identify strengths and areas for continued development.



## Progress across the WIO

Since 2008, WIO-COMPAS has awarded 174 successful certifications: 108 at Level 1, 61 at Level 2 and five at Level 3

Momentum has accelerated: 73 certifications—43% of all awards—have been completed since 2022. In 2026, a French-language assessment on Sainte-Marie Island, Madagascar, produced 22 successful Level 1 and Level 2 certifications, the programme’s largest certification event to date. Annex 1 provides a full list of all candidates clustered by country.

## CERTIFICATION ACROSS THE WESTERN INDIAN OCEAN



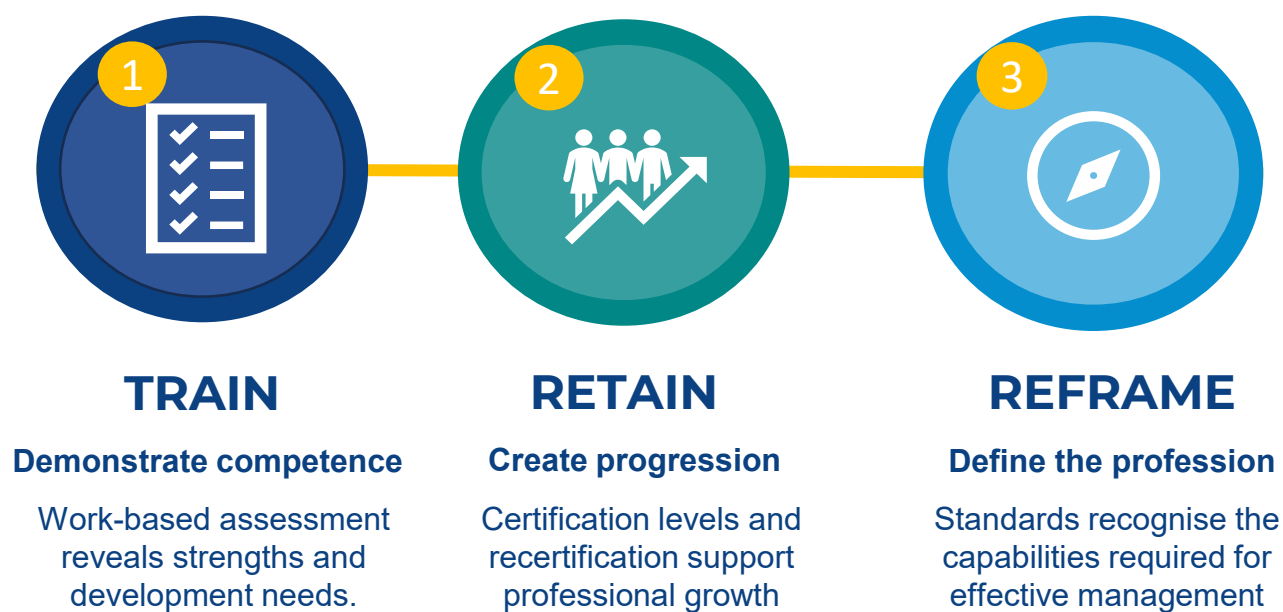
The impact of WIO-COMPAS extends beyond the number of certificates awarded. The 2022 programme review found that 80–90% of surveyed MPA PROs believed certification had strengthened their management capabilities and confidence in carrying out their duties. Nearly half of post-2012 respondents—and 63% of earlier graduates—had subsequently been promoted or assigned greater responsibilities. Graduates also reported stronger professional networks, clearer expectations of their roles and a better understanding of where they needed further development.

WIO-COMPAS is also beginning to influence institutional workforce systems. The Seychelles Parks and Gardens Authority had integrated certification into its scheme of service, recruitment criteria and job descriptions. The review also identified steps towards institutionalisation within the Kenya Wildlife Service, Tanzania's Marine Parks and Reserves Unit, CapeNature in South Africa and the Wildlife Conservation Society in Madagascar. Among institutional respondents, 75% considered certification at least partly useful for ensuring that appropriately qualified staff are recruited.

## From individual competence to workforce development

WIO-COMPAS demonstrates that workforce development must extend beyond delivering more training courses. Effective marine conservation depends on whether professionals can apply their knowledge, progress in their careers and work within institutions that recognise and support their competence.

## How WIO-COMPAS strengthens the conservation workforce



### Knowledge becomes sustained workforce capacity

Professional standards connect learning with recognition, responsibility and career progression.

## Lessons for global capacity development

The WIO-COMPAS experience offers four lessons for capacity-development programmes working in conservation and other professional fields.

### What the WIO-COMPAS experience shows

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1

#### ASSES PRACTICE

##### **Training and competence are different**

Test whether professionals can apply knowledge and judgement in real workplace situations.

2

#### ENABLE PERFORMANCE

##### **Competence needs the right conditions**

Skills cannot compensate for shortages in staffing, finance, equipment or institutional support.

3

#### EMBED RECOGNITION

##### **Institutions determine long-term value**

Connect certification to recruitment, job descriptions, professional development and promotion.

4

#### SUPPORT A CAREER

##### **Capacity development must continue**

Use progressive levels, recertification and professional networks to support growth throughout a career.

### **Lasting capacity requires more than training**

Competence must be assessed, recognised by employers and supported through a professional career.

# ANNEX 1: List of MPA Pro's in the WIO



## KENYA

| Name and surname         | Level | Organisation           | MPA/ocean conservation area             |
|--------------------------|-------|------------------------|-----------------------------------------|
| Said Shee Mohamed        | 1     | Kenya Wildlife Service | Watamu Marine Park and Reserve          |
| Hamisi Chuma             | 1     | Kenya Wildlife Service | Watamu Marine Park and Reserve          |
| Mwanapili Hamisi         | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |
| Kenneth Kazungu Katana   | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |
| Ntindi Kassim Mwabilo    | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve |
| Kitsao Kalume Tinga      | 1     | Kenya Wildlife Service | Watamu Marine Park and Reserve          |
| Abdikadir Eimoy Adan     | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |
| Omari Hassan Dago        | 1     | Kenya Wildlife Service | Malindi Marine Park                     |
| Daniel Mutwiri Kaburi    | 1     | Kenya Wildlife Service | Watamu Marine Park and Reserve          |
| Julius Mutua Ngeti       | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve |
| Lucy Kaingi Kivunzi      | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |
| Mwanahamisi Haodo        | 1     | Kenya Wildlife Service | Malindi Marine Park                     |
| Mwinyi Mwandungo Mwalimu | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |
| Willys Ojuok Osore       | 1     | Kenya Wildlife Service | Malindi Marine Park                     |
| Abraham K. Songok        | 1     | Kenya Wildlife Service | Malindi Marine Park                     |
| Mary C. Kilului          | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |
| Ramadhan Mwatsefu        | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |
| Susan N. Mtakai          | 1     | Kenya Wildlife Service | Mombasa Marine Park                     |

# ANNEX 1: List of MPA Pro's in the WIO



## KENYA - continued

| Name and surname          | Level | Organisation           | MPA/ocean conservation area                    |
|---------------------------|-------|------------------------|------------------------------------------------|
| Abdalla Bawatta Godana    | 1     | Kenya Wildlife Service | Mombasa Marine Park                            |
| Beatrice Jerop            | 1     | Kenya Wildlife Service | Mombasa Marine Park                            |
| Brenda Chepkurui Koech    | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve        |
| Mohamed Namuna            | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve        |
| Mwachanze N. Mohamed      | 1     | Kenya Wildlife Service | Mombasa Marine Park                            |
| Betty Achieng Ojuka       | 1     | Kenya Wildlife Service | Mombasa Marine Park                            |
| Tima Mwalimu Dago         | 1     | Kenya Wildlife Service | Mombasa Marine Park                            |
| Lydia Akoth Illa          | 1     | Kenya Wildlife Service | Malindi Marine Park                            |
| Salim Said Poleh          | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve        |
| Samuel Muriithi           | 1     | Kenya Wildlife Service | Malindi Marine Park                            |
| Cyprian Kaugiria Limungi  | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve        |
| Hassan Bakari Banje       | 1     | Kenya Wildlife Service | Malindi National Park                          |
| Masud Salim Chonga        | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve        |
| Rose Hakofa Abae          | 1     | Kenya Wildlife Service | Kenya Wildlife Research and Training Institute |
| Selestine Ughanga Mwasala | 1     | Kenya Wildlife Service | Malindi Marine Park                            |
| Shamsa Hassan Ahmed       | 1     | Kenya Wildlife Service | Mombasa Marine Park                            |
| Bakari Mohamed Sheumbe    | 1     | Kenya Wildlife Service | Malindi Marine Park                            |
| David Katana Fondo        | 1     | Kenya Wildlife Service | Kisite-Mpunguti Marine Park and Reserve        |

# ANNEX 1: List of MPA Pro's in the WIO



## KENYA - continued

| Name and surname     | Level | Organisation                 | MPA/ocean conservation area             |
|----------------------|-------|------------------------------|-----------------------------------------|
| Hassan Mbale Machafu | 1     | Kenya Wildlife Service       | Watamu Marine Park and Reserve          |
| Neville Agesa        | 1     | Kiunga Community Conservancy | Diani-Chale and Kisite-Mpunguti MPAs    |
| Susan Wanjiru        | 1     | Kenya Wildlife Service       | Mombasa Marine Park                     |
| Arthur Tuda          | 2     | Kenya Wildlife Service       | Mombasa Marine Park                     |
| Isaac Mugo           | 2     | Kenya Wildlife Service       | Malindi Marine Park                     |
| Albert Gamoe Locham  | 2     | Kenya Wildlife Service       | Malindi Marine Park                     |
| Jillo Katello        | 2     | Kenya Wildlife Service       | Kisite-Mpunguti Marine Park and Reserve |
| Willys Ojuok Osore   | 2     | Kenya Wildlife Service       | Malindi Marine Park                     |
| Patteson Mwagona     | 2     | Kenya Wildlife Service       | Watamu Marine Park                      |
| Eregae J. Ekuwom     | 2     | Kenya Wildlife Service       | Mombasa Marine Park                     |
| Said Shee Mohamed    | 2     | Kenya Wildlife Service       | Kisite-Mpunguti Marine Park and Reserve |
| Tima Mwalimu Dago    | 2     | Kenya Wildlife Service       | Mombasa Marine Park                     |
| Abraham Songok       | 2     | Kenya Wildlife Service       | Kisite-Mpunguti Marine Park and Reserve |
| Omar Mohamed         | 3     | Kenya Wildlife Service       | All Kenya Wildlife Service marine parks |
| Arthur Tuda          | 3     | Kenya Wildlife Service       | All Kenya Wildlife Service marine parks |

# ANNEX 1: List of MPA Pro's in the WIO



## South Africa

| Name and surname      | Level | Organisation                          | MPA/ocean conservation area          |
|-----------------------|-------|---------------------------------------|--------------------------------------|
| Victor Cunningham     | 1     | South African National Parks          | Tsitsikamma National Park            |
| Owen Govender         | 1     | South African National Parks          | Tsitsikamma National Park            |
| James Wood            | 1     | Ezemvelo KZN Wildlife                 | Aliwal Shoal MPA                     |
| Mapiya Vuyani         | 1     | Eastern Cape Parks and Tourism Agency | Mkambathi Nature Reserve             |
| Rob Milne             | 1     | South African National Parks          | Tsitsikamma National Park            |
| Richards Edwards      | 1     | CapeNature                            | Betty's Bay MPA                      |
| Lindsay Lewis         | 1     | CapeNature                            | De Hoop MPA                          |
| Marco Denver Barnado  | 1     | South African National Parks          | Tsitsikamma MPA                      |
| Wayne Meyer           | 1     | CapeNature                            | Goukamma MPA                         |
| Moses Mzalwane        | 1     | South African National Parks          | Tsitsikamma MPA and National Park    |
| Fox Roget             | 1     | South African National Parks          | Addo Elephant National Park          |
| Roland Scholtz        | 1     | Fransmanshoek Conservancy             | Fransmanshoek Conservancy            |
| McGeorge Cuan Brydges | 1     | CapeNature                            | Betty's Bay MPA                      |
| Ewald Van Wyk         | 1     | CapeNature                            | Berg Estuary, Velddrif               |
| Ralph Kelly           | 1     | South African National Parks          | Table Mountain Marine Protected Area |
| Henvik Visser         | 1     | South African National Parks          | Bird Island MPA                      |
| Warren Sables         | 1     | South African National Parks          | Table Mountain Marine Protected Area |
| Marlene Van Onselen   | 1     | CapeNature                            | Dassen Island Nature Reserve         |

# ANNEX 1: List of MPA Pro's in the WIO



## South Africa - continued

| Name and surname        | Level | Organisation                                          | MPA/ocean conservation area                                   |
|-------------------------|-------|-------------------------------------------------------|---------------------------------------------------------------|
| Nicole Bauer-Schmidt    | 1     | South African National Parks                          | Table Mountain Marine Protected Area                          |
| Clive Hendricks         | 1     | South African National Parks                          | Bird Island, St Croix Islands and Addo Elephant National Park |
| Duwayne Kurt Bartlett   | 1     | South African National Parks                          | Table Mountain and Robben Island MPAs                         |
| Luke Jason Linde        | 1     | CapeNature                                            | CapeNature marine protected areas                             |
| Brenton Booyesen        | 1     | CapeNature                                            | Breede River Estuary                                          |
| Peter Ian Chadwick      | 2     | WWF South Africa                                      | WWF-SA CAPE Marine Programme                                  |
| Keith Spencer           | 2     | CapeNature                                            | Goukamma Nature Reserve and MPA                               |
| Janette Du Toit         | 2     | Cape West Coast Biosphere                             | Cape West Coast Biosphere Reserve                             |
| Robin Adams             | 2     | South African National Parks                          | Table Mountain Marine Protected Area                          |
| Jean Du Plessis         | 2     | CapeNature                                            | Geelkrans Cluster and Stilbaai MPA                            |
| Wayne Meyer             | 2     | CapeNature                                            | Goukamma MPA                                                  |
| Edward John Richards    | 2     | CapeNature                                            | Betty's Bay MPA                                               |
| Johannes Visagie        | 2     | CapeNature                                            | Dassen Island and Ganzekraal nature reserves                  |
| Rob Milne               | 2     | South African National Parks                          | Addo Elephant National Park MPA                               |
| Thobeka Nosizwe Dlamini | 2     | Department of Forestry, Fisheries and the Environment | Sarah Baartman Region: Addo and Tsitsikamma MPAs              |
| Ane Oosthuizen          | 3     | South African National Parks                          | All SANParks marine protected areas                           |
| Peter Chadwick          | 3     | WWF South Africa                                      | WWF-SA Integrated Ocean Use Programme                         |
| Kerry Sink              | 3     | South African National Biodiversity Institute         | All South African marine protected areas                      |

# ANNEX 1: List of MPA Pro's in the WIO



## Madagascar

| Name and surname                     | Level | Organisation                                 | MPA/ocean conservation area                        |
|--------------------------------------|-------|----------------------------------------------|----------------------------------------------------|
| Huyghens Behanarina                  | 1     | Wildlife Conservation Society                | Mananara Nord MPA                                  |
| Toky Nirimamy<br>Voajanahary         | 1     | Wildlife Conservation Society                | Soriake MPA                                        |
| Victor Baba                          | 1     | Madagascar National Parks                    | Masoala National Park                              |
| Bienvenue<br>Zafindrasilivonona      | 1     | Blue Ventures Conservation                   | Velondriake MPA                                    |
| Franco Andrianantenaina              | 1     | Blue Ventures Conservation,<br>Madagascar    | Baie de Tsimipaika seascape and<br>its 17 LMMAs    |
| Fanantenana<br>Ramasindraibe         | 1     | Blue Ventures Conservation,<br>Madagascar    | Baie de Tsimipaika seascape                        |
| Aly Fatoumah                         | 1     | Blue Ventures Conservation,<br>Madagascar    | Baie de Tsimipaika seascape                        |
| Gaétan Armel Soankasina              | 1     | Conservation International                   | Corridor Marin des Sept Baies<br>MPA               |
| Jean Emilien<br>Randrianambinintsoa  | 1     | Blue Ventures Conservation,<br>Madagascar    | Belo-sur-Mer LMMA and the<br>Barren Isles MPA      |
| John Bunyan Israel                   | 1     | Madagascar National Parks                    | Madagascar National Parks<br>head office           |
| Juliot Charles<br>Randriamanohisoa   | 1     | Fédération FIHAME Melaky                     | Barren Isles MPA and associated<br>LMMAs in Melaky |
| Samar Pavel Ialy Radio               | 1     | Madagascar National Parks                    | Nosy Hara Marine National Park                     |
| Solonomenjanahary<br>Francis Joachim | 1     | Blue Ventures Conservation,<br>Madagascar    | Baie de Tsimipaika                                 |
| Toky Andriambololoniaina             | 1     | Wildlife Conservation Society,<br>Madagascar | MaMaBay                                            |
| Tsiafoiniaina<br>Randrianantoanina   | 1     | Wildlife Conservation Society,<br>Madagascar | Baie d'Antongil MPA                                |
| Salava Haja Miandrisoa               | 2     | Madagascar National Parks                    | Masoala National Park                              |

# ANNEX 1: List of MPA Pro's in the WIO



## Madagascar - continued

| Name and surname                   | Level | Organisation                                                        | MPA/ocean conservation area        |
|------------------------------------|-------|---------------------------------------------------------------------|------------------------------------|
| Raymond Isaia                      | 2     | Madagascar National Parks                                           | Sahamalaza National Park           |
| Rondro Domoina Rakotomalala        | 2     | WWF Madagascar                                                      | Toliara marine and coastal area    |
| Ignace Jean Baptiste Razanakoto    | 2     | Madagascar National Parks                                           | Nosy Hara Marine National Park     |
| Venty Odile                        | 2     | Madagascar National Parks                                           | Kirindy Mitea National Park        |
| Huyghens Rock Behanarina           | 2     | Wildlife Conservation Society                                       | Baie d'Antongil                    |
| Herve Ndriamparany Rahoasa         | 2     | MIHARI Network                                                      | Northern Madagascar LMMAs          |
| Frida Razafinaivo                  | 2     | Madagascar National Parks                                           | Madagascar National Parks          |
| Jean Ramialson Andrimampionona     | 2     | Blue Ventures Conservation, Madagascar                              | Velondriake MPA                    |
| Aly Fatoumah                       | 2     | Blue Ventures Conservation, Madagascar                              | Manongarivo/Manongalaza seascape   |
| Dolce Randrianandrasaziky          | 2     | Blue Ventures Conservation, Madagascar                              | Baie de Mahajamba                  |
| Franco Andrianantenaina            | 2     | Blue Ventures Conservation, Madagascar                              | Barren Isles                       |
| Vonjy Gildas Ralazamanana          | 2     | Madagascar National Parks                                           | All Madagascar National Parks MPAs |
| Lalatiana Odile Randriamiharisoa   | 2     | Madagascar National Parks                                           | All Madagascar National Parks MPAs |
| Sophia Nirina                      | 2     | Wildlife Conservation Society                                       | Ankivonjy and Ankarea              |
| Taylor Dira Angelo Veriza          | 2     | MIHARI Network                                                      | LMMAs of western Madagascar        |
| Volantsoa Faramalala Ratsimandresy | 2     | Fondation pour les Aires Protégées et la Biodiversité de Madagascar | Madagascar's MPAs and LMMAs        |

# ANNEX 1: List of MPA Pro's in the WIO



## Tanzania

| Name and surname             | Level | Organisation                             | MPA/ocean conservation area          |
|------------------------------|-------|------------------------------------------|--------------------------------------|
| Besta Msumange               | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Humphrey Matalu Mahudi       | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Magreth Mchome               | 1     | Marine Parks and Reserves Unit, Tanzania | Dar es Salaam Marine Reserves System |
| Ally Rashid Mgeni            | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| January Mashola Ndagala      | 1     | Marine Parks and Reserves Unit, Tanzania | Tanga Coelacanth Marine Park         |
| Mohamed Shamte               | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Munezero Hezekiah Kanyangemu | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Musa Ally Hamisi             | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Amos Singo                   | 1     | Marine Parks and Reserves Unit, Tanzania | Mnazi Bay–Ruvuma Estuary Marine Park |
| Nelson Mdogo                 | 1     | Marine Parks and Reserves Unit, Tanzania | Tanga Marine Reserves System         |
| Theodora R. Abraham          | 1     | Marine Parks and Reserves Unit, Tanzania | Tanga Coelacanth Marine Park         |
| Mathias Mateso Buguse        | 1     | Marine Parks and Reserves Unit, Tanzania | Dar es Salaam Marine Reserves System |
| Shabani Mkwavila             | 1     | Wildlife Conservation Society            | Mafia Island Marine Park             |
| Michael Elisha Luwondo       | 1     | Marine Parks and Reserves Unit, Tanzania | Dar es Salaam Marine Reserves System |
| Ali Yusuf Machano            | 1     | Chumbe Island Coral Park                 | Chumbe Island Coral Park             |

# ANNEX 1: List of MPA Pro's in the WIO



## Tanzania - continued

| Name and surname      | Level | Organisation                             | MPA/ocean conservation area          |
|-----------------------|-------|------------------------------------------|--------------------------------------|
| Hashim Karambo Kilawi | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Masanja Charles Joram | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Paschal Mkongola      | 1     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Redfred Ngowo         | 2     | Marine Parks and Reserves Unit, Tanzania | Mnazi Bay–Ruvuma Estuary Marine Park |
| Sylvester Kazimoto    | 2     | Marine Parks and Reserves Unit, Tanzania | Dar es Salaam Marine Reserves System |
| Jairos Mahenge        | 2     | Tanzania Coastal Management Partnership  | Pwani Project                        |
| Anita Julius          | 2     | Marine Parks and Reserves Unit, Tanzania | Tanga Coelacanth Marine Park         |
| Humphrey M. Mahudi    | 2     | Marine Parks and Reserves Unit, Tanzania | Mafia Island Marine Park             |
| Ulrike Kloiber        | 2     | Chumbe Island Coral Park                 | Chumbe Island Coral Park             |
| January M. Ndagala    | 2     | Marine Parks and Reserves Unit, Tanzania | Tanga Coelacanth Marine Park         |
| Milali E. Machumu     | 2     | Marine Parks and Reserves Unit, Tanzania | All MPRU marine parks and reserves   |
| Magreth Mchome        | 2     | Marine Parks and Reserves Unit, Tanzania | All MPRU marine parks and reserves   |
| Iswalala Julius Pagu  | 2     | Marine Parks and Reserves Unit, Tanzania | Dar es Salaam Marine Reserves System |
| Nelson Mdogo          | 2     | Marine Parks and Reserves Unit, Tanzania | Tanga Marine Reserves System         |
| Catherine S. Msina    | 2     | Marine Parks and Reserves Unit, Tanzania | Dar es Salaam Marine Reserves System |

# ANNEX 1: List of MPA Pro's in the WIO



| Name and surname             | Level | Organisation                           | MPA/ocean conservation area                                  |
|------------------------------|-------|----------------------------------------|--------------------------------------------------------------|
| Peter Kowalski               | 1     | Global Vision International            | Curieuse Marine National Park                                |
| Dainise Lyne Quatre          | 1     | Seychelles Parks and Gardens Authority | Sainte Anne Marine Park                                      |
| Anto Clive Suzette           | 1     | Seychelles Parks and Gardens Authority | Curieuse Marine Park                                         |
| Deimen Mougat                | 1     | Seychelles Parks and Gardens Authority | Sainte Anne Marine Park                                      |
| Jason Bastille               | 1     | Seychelles Parks and Gardens Authority | Curieuse Marine Park                                         |
| Shazelle Julie               | 1     | Seychelles Parks and Gardens Authority | Sainte Anne Marine Park                                      |
| Roland Quarte                | 1     | Seychelles Parks and Gardens Authority | Baie Ternay and Port Launay marine parks                     |
| Cliff Emile                  | 1     | Seychelles Parks and Gardens Authority | Ile Coco MPA                                                 |
| Dean Willian                 | 1     | Seychelles Parks and Gardens Authority | Sainte Anne MPA                                              |
| Rony Renaud                  | 2     | Seychelles Parks and Gardens Authority | All SPGA-managed parks                                       |
| Allen Cedras                 | 2     | Seychelles Parks and Gardens Authority | Inner Islands                                                |
| Remie Asman                  | 2     | Seychelles Parks and Gardens Authority | Sainte Anne Marine Park                                      |
| Anto Suzette                 | 2     | Seychelles Parks and Gardens Authority | Curieuse and Ile Coco                                        |
| Demien Mougat                | 2     | Seychelles Parks and Gardens Authority | Sainte Anne MPA                                              |
| Lya Docteur Rakotoharimalala | 2     | Seychelles Parks and Gardens Authority | Sainte Anne, Curieuse, Port Launay, Baie Ternay and Ile Coco |

# ANNEX 1: List of MPA Pro's in the WIO

Comoros, Mozambique, Mauritius/Rodrigues and Réunion



| Country             | Name and surname       | Level | Organisation                                                                                 | MPA/ocean conservation area                          |
|---------------------|------------------------|-------|----------------------------------------------------------------------------------------------|------------------------------------------------------|
| Comoros             | Anrifiddine Oussen     | 1     | Agence des Aires Protégées des Comores                                                       | Mitsamiouli-Ndroudé National Park                    |
|                     | Youssef Ahmed          | 1     | Agence des Parcs Nationaux des Comores                                                       | Coelacanth National Park                             |
|                     | Madi Bamdou Mouchitadi | 2     | Agence des Parcs Nationaux des Comores                                                       | Mohéli Marine Park                                   |
|                     | Housseni Houssoyni     | 2     | Direction Générale de l'Environnement et des Forêts / Agence des Aires Protégées des Comores | All Comoros MPAs                                     |
| Mozambique          | Norton Cossa           | 1     | WWF Mozambique                                                                               | Primeiras and Segundas Environmental Protection Area |
|                     | Tomas Muacahnia        | 2     | Universidade Eduardo Mondlane                                                                | Inhaca MPA                                           |
|                     | Karen Allen            | 2     | Nautilus Conservation                                                                        | All ANAC-managed MPAs                                |
|                     | Vanessa Muianga        | 2     | Peace Parks Foundation                                                                       | Maputo National Park                                 |
| Mauritius/Rodrigues | Andy Louis             | 1     | South East Marine Protected Area                                                             | South East Marine Protected Area, Rodrigues          |
| Réunion             | Karine Pothin          | 2     | Réunion Island National Marine Reserve                                                       | Réunion Island National Marine Reserve               |