



# Convention on the Conservation of Migratory Species of Wild Animals

Secretariat provided by the United Nations Environment Programme



## 1<sup>st</sup> Meeting of the Sessional Committee of the CMS Scientific Council (ScC-SC1)

Bonn, Germany, 18 – 21 April 2016

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### **CMS Multi-species Action Plan to conserve African-Eurasian Vultures (Vulture MsAP)**

*Report from the CMS Memorandum of Understanding on the conservation of migratory birds  
of prey in Africa and Eurasia (Raptors MoU)*

1. [CMS Resolution 11.14](#) on Programme of Work on Migratory Birds and Flyways was adopted at COP11 in November 2014. The mandate for the development of an international Multi-species Action Plan to conserve African-Eurasian Vultures (Vulture MsAP) was established by Action 9 of the Resolution, under the Species-specific Conservation Actions section, which seeks to ‘[...] promote the development, adoption and implementation of species action plans for priority species in line with CMS priorities for concerted and cooperative action, including: [...] d) all African-Eurasian Vultures (except Palm-nut Vulture (*Gypohierax angolensis*)) via the CMS Memorandum of Understanding on the Conservation of Migratory Birds of Prey (Raptors MoU)’. Resolution 11.14 also recognises both the IUCN SSC Vulture Specialist Group and BirdLife International as key collaborating partners.
2. At the Second Meeting of Signatories to the Raptors MoU held in October 2015, Signatories formally recognised all Old World Vultures (except Palm-nut Vulture) as migratory species by listing them in Table 1 of Annex 3 of the Raptors MoU. In addition, the Technical Advisory Group was tasked to support the Coordinating Unit in facilitating development of the Vulture MsAP. In February 2016, the Coordinating Unit established an Interim Steering Group, including representatives from IUCN SSC Vulture Specialist Group, BirdLife International and other specialists, to guide the planning and preparations for the development of the Vulture MsAP.
3. The mission of the Vulture MsAP is to bring together representatives of Range States, partners and interested parties, to develop a coordinated Action Plan for submission to CMS COP12. The Coordinating Unit will provide secretariat support and oversee the overall development and delivery of the Vulture MsAP. For this purpose the Coordinating Unit plans to develop the following organisational framework:

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- African-Eurasian Vulture Working Group (Vulture WG) – members to be nominated by Range States, partners and interested parties;
- Vulture Steering Group – up to 30 representatives selected from the Vulture WG will form a Vulture Steering Group to drive forward key activities;
- three Regional Coordinators covering Africa, Asia (excluding Central Asia) and Europe (including Central Asia), with the expectation of hosting three Regional Action Planning Workshops; and,
- a Flyways Action Planning Workshop anticipated in early 2017 to ensure effective alignment of the three regional components into a single MsAP.

4. Irrespective of the membership of the Vulture WG, all Range States, partners and interested parties will be formally consulted at key milestones during the period of development of the Vulture MsAP, including seeking their direct inputs in the regional components of the overall plan.

5. The overall aim is to develop a comprehensive strategic Action Plan covering the whole geographic ranges of 15 species of Old World vultures to promote concerted, collaborative and coordinated international conservation actions. An initial assessment suggests that 124 Range States host populations of one or more of these vulture species and therefore should be included within the geographic coverage of the Vulture MsAP. The three main objectives are to:

- rapidly halt current population declines in all species covered by the Vulture MsAP;
- reverse recent population trends to bring the conservation status of each species back to a favourable level; and,
- provide conservation management guidelines applicable to all Range States covered by the Vulture MsAP.

6. In February 2016, the Coordinating Unit developed a Project Charter (attached to this document as Annex 1) for the Vulture MsAP and circulated it to all Range States, partners and interested parties, with a call for nominations to the Vulture WG and for financial or in-kind support to ensure the development of the MsAP.

7. Due to the generosity of Environment Agency - Abu Dhabi, on behalf of the Government of the United Arab Emirates, the Coordinating Unit is able to provide secretariat support to the Vulture WG and the funds needed to recruit and manage a consultant Regional Coordinator for Europe (including Central Asia). Substantial in-kind support has already been offered by both BirdLife International and the Royal Society for the Protection of Birds (RSPB – BirdLife UK) in terms of supporting Regional Coordinators for Africa and Asia, respectively.

8. However, there remains a significant funding gap that needs to be filled to ensure that a comprehensive Vulture MsAP can be completed on time. Funding is required for three key components, namely, fees for consultants, hosting workshops (including venue charges, and travel and accommodation for sponsored delegates) and design and production costs (including translation) associated with the final Vulture MsAP. It is anticipated that the Chair/Vice-chair, with support from the Coordinating Unit, may make direct approaches via letters to Governments of key Range States and other potential sponsors.

9. All CMS Parties, organisations and individuals who support the conservation of vultures, irrespective of whether or not they are directly involved in the development of the Vulture MsAP, are urged to contribute to coordinated fundraising efforts to address the current crisis faced by this critically important group of birds.

10. The main CMS reporting requirements for the Vulture MsAP are:

- 1st CMS Scientific Council Sessional Committee Meeting, to be held on 18-21 April 2016.
- Subsequently, the Coordinating Unit will routinely submit further Progress Reports to all future CMS Scientific Council and CMS Standing Committee meetings – dates to be confirmed.
- The final version of the Vulture MsAP and draft Resolution to be submitted to CMS Secretariat by 31 July 2017, for consideration at COP12, scheduled to be held in October 2017.



Memorandum of Understanding  
on the Conservation of  
Migratory Birds of Prey in  
Africa and Eurasia

22 February 2016

## Project Charter

### CMS Multi-species Action Plan to conserve African-Eurasian Vultures (Vulture MsAP)

#### Mission

To bring together representatives of Range States, partners and interested parties, to develop a coordinated Multi-species Action Plan to conserve African-Eurasian Vultures (Vulture MsAP) for submission to the 12<sup>th</sup> Meeting of the Conference of the Parties (COP12) to the Convention on the Conservation of Migratory Species of Wild Animals (CMS), scheduled to be held in October 2017.

#### Aim and Objectives

The overall aim is to develop a comprehensive strategic conservation Action Plan covering the geographic ranges of all 15 migratory Old World vultures to promote concerted, collaborative and coordinated international actions to:

- (1) rapidly halt current population declines in all species covered by the Vulture MsAP;
- (2) reverse recent population trends to bring the conservation status of each species back to a favourable level; and,
- (3) provide conservation management guidelines applicable to all Range States covered by the Vulture MsAP.

#### Background

Migratory birds represent one of the most important elements of biodiversity on Earth. They are found in all terrestrial and marine ecosystems around the world and are adapted to using natural and manmade habitats. Migratory bird species are exposed to a range of different threats, both natural and anthropogenic, during their annual cycles and along their flyways. As a consequence, a significant proportion of migratory species are declining, with some species increasingly threatened with extinction. Besides their amazing beauty and variety, they also provide a wide range of ecosystem services. Their multidimensional connectedness gives them a special role as ecological keystone species and indicators of the linkages between ecosystems and of ecological change. It is widely recognised that the successful completion of the annual cycle of these birds strongly depends on national actions that can be supported and strengthened by international cooperation. Ensuring their conservation worldwide is a major focus of the Convention on the conservation of Migratory Species (CMS).



Memorandum of Understanding on the Conservation of Migratory Birds of Prey in Africa and Eurasia

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[CMS Resolution 11.14](#), 'Programme of Work on Migratory Birds and Flyways' was adopted at the 11<sup>th</sup> Meeting of the Conference of the Parties (COP11) in November 2014. It aims to bring together a single Programme of Work (POW) to consolidate all the major actions required to promote the conservation of migratory birds and their habitats throughout the world. This POW identifies and promotes implementation of activities at national and international levels that will effectively contribute to an improvement in the status of migratory birds and their habitats worldwide.

The mandate for the development of an international Multi-species Action Plan to conserve migratory species of African-Eurasian Vultures was established by Action 9 of CMS Resolution 11.14, under the Species-specific Conservation Actions section, which seek to "[...] *promote the development, adoption and implementation of species action plans for priority species in line with CMS priorities for concerted and cooperative action, including: [...] d) all African-Eurasian Vultures (except Palm-nut Vulture (*Gypohierax angolensis*)) via the CMS Memorandum of Understanding on the Conservation of Migratory Birds of Prey (Raptors MoU)*". Resolution 11.14 also recognises both the IUCN SSC Vulture Specialist Group and BirdLife International as key collaborating organisations.

At the Second Meeting of Signatories (MoS2) to the Raptors MoU held in Norway in October 2015, Signatories formally recognised all Old World Vultures (except Palm-nut Vulture) as migratory species by listing them in Table 1 of Annex 3 of the Raptors MoU. In addition, the Technical Advisory Group (TAG) was tasked to support the Coordinating Unit in facilitating development of the Vulture MsAP.

### **Vultures – benefits, status and threats**

Vultures provide critically important ecosystem services by cleaning up carcasses and other organic waste in the environment: they are nature's garbage collectors and this translates into significant economic benefits. Studies have shown that in areas where there are no vultures, carcasses take up to 3-4 times longer to decompose – this has huge ramifications for the spread of diseases in both wild and domestic animals, as well as elevating pathogenic risks to humans. In addition, vultures hold special cultural value in many countries, including historically such as Nekhbet, a goddess in ancient Egyptian mythology.

The IUCN Red List status of vultures has seen drastic changes in recent years: by the end of October 2015 the majority of species were listed as 'Critically Endangered'. The main reason for this is due to major population declines driven by poisoning (both intentional and otherwise). The precipitous population decline of three species in India and elsewhere in Asia during the 1990s was due primarily to a veterinary drug called Diclofenac. In Africa, the threat of poisoning has accelerated in recent years due to three main drivers, which all involve lacing carcasses with highly toxic substances: conflicts with carnivores due to risks perceived by humans, including to their domestic livestock; poachers actively targeting vultures to avoid them exposing their activities to wardens by soaring above illegally killed Elephant and Rhino; and, deliberate collection of vultures for illegal trade and use for traditional medicines and to fuel superstitions, particularly in parts of sub-Saharan Africa. Due to intensive conservation efforts, populations of some vultures have recovered in some parts of Europe, though the fact that Diclofenac has recently been licensed for sale in the European Union remains a concern.

Recent studies of the movement of vultures using satellite telemetry has shown the vast cyclical movements undertaken by this group of species. Accordingly, conservation actions can only be effective if implemented at the flyway level, which requires a broad approach and the engagement of all Range States. Other threats include habitat loss, decreasing food availability, fragmentation of remaining

populations, human disturbance, collisions with wind turbines, and electrocution by electricity power lines.

The immense scale and extent of the population declines of vultures in Africa have only recently been exposed and has led to the term 'African Vulture Crisis'. This has been the key catalysing factor that led to swift international agreement of the urgent need to develop a Vulture MsAP.

### **Scope – species and geographic coverage**

The Vulture MsAP will cover 15 of the 16 species classified as the Old World vultures (Listed at Annex I). The Palm-nut Vulture is excluded because it is not considered a migratory species, nor is it an obligate scavenger so it is believed to be exposed to significantly less threat from poisoning. Moreover, its population is considered to be stable (in the absence of evidence of significant declines or substantial threats).

An initial assessment suggests that 124 Range States (Listed at Annex II) host populations of one or more species of African-Eurasian vultures and therefore should be included within the geographic range of the Vulture MsAP. Annex III provides details of the IUCN Threat Status and geographical range for each of the species to be covered by the Vulture MsAP.

### **Organisational framework**

To implement the highly challenging task of developing the Vulture MsAP within the deadline established by CMS Parties, the Coordinating Unit plans to develop the following organisational framework:

**African-Eurasian Vulture Working Group** (Vulture WG) – members to be nominated by Range States, partners and interested parties. Up to 30 representatives selected from the Vulture WG will form a **Vulture Steering Group** (Vulture SG) to drive forward key activities. Three **Regional Coordinators** will be established covering Africa, Asia (excluding Central Asia) and Europe (including Central Asia), with the expectation of hosting three **Regional Action Planning Workshops** (one per region). A **Flyways Action Planning Workshop** is anticipated (probably in early 2017) to ensure effective alignment of the three regional components into a single Vulture MsAP. Irrespective of the membership of the Vulture WG, all Range States, partners and interested parties will be formally consulted at key milestones during the period of development of the Vulture MsAP, including seeking their direct inputs in the regional components of the overall plan.

### **African-Eurasian Vulture Working Group**

The Vulture WG is established under the auspices of the Coordinating Unit of the Raptors MoU, in collaboration with the CMS Secretariat, IUCN SSC Vulture Specialist Group and BirdLife International. The aim is to create an efficient and effective mechanism for two-way communications with all Range States, partners and interested parties, to ensure preparation and ultimate delivery of a comprehensive and widely supported Vulture MsAP, which is applicable to all species and in all countries throughout their respective ranges.

## Membership

Given that the scope of Vulture MsAP includes three continents, the aim is for an inclusive Vulture Working Group. Nominations for membership are invited from Range States, partners and interested parties, with representation particularly sought from countries that host core remaining populations of one or more vulture species, and those with specialist knowledge and expertise that is considered necessary for the development of the Vulture MsAP. It is anticipated that the Vulture WG will communicate predominantly electronically but that members will also be invited to participate in a Regional Action Planning Workshop covering their respective region.

## Roles and Responsibilities of members of the Vulture WG

- Act as a 'champion' to promote the conservation of African-Eurasian migratory vultures.
- Establish a network of relevant national (and in some cases regional) contacts to ensure smooth two-way communication pathways to facilitate the widest possible engagement in the development of the Vulture MsAP. In the case of government representatives, this should include the Focal Points of other Multilateral Environmental Agreements (e.g. CBD, CITES).
- Actively communicate with the Coordinating Unit of the Raptors MoU, Vulture SG and relevant Regional Coordinator, including by responding to requests in a timely manner.
- Gather and collate relevant information concerning the local (and in some cases regional) status and threats to vultures for timely submission to the relevant Regional Coordinator.
- Lead in taking forward any key tasks, as directed by the Vulture SG.
- Pro-actively participate in fundraising activities to support the development (and implementation) of the Vulture MsAP.
- Encourage and facilitate local and national (and in some cases regional) actions to support the development of the Vulture MsAP and the wider conservation of vultures (e.g. surveys, threat assessments, conservation actions, etc.).

## **Vulture Steering Group**

Up to 30 members of the Vulture WG will be invited to serve on the Vulture Steering Group (Vulture SG). In addition to undertaking the roles outlined above, members of the Vulture SG will be expected to take responsibility for leading and driving forward discrete tasks on behalf of the group. Additional contributions will also include participation at meetings (normally via online teleconference) of the Vulture SG and more active support for the relevant Regional Coordinator.

The proposed composition of the Vulture SG will be based on the following list, which may subsequently be modified by the Vulture SG, if needed.

- Chair and Vice-chair – to be elected at the 1<sup>st</sup> Meeting of the Vulture SG
- Secretariat – to be provided by the Coordinating Unit of the Raptors MoU
- Three Regional Coordinators – to be identified or recruited
- Representation from:
  - Africa (Southern, East, West and North)
  - Asia (excluding Central Asia)
  - Europe (including Central Asia)
  - CMS Secretariat

CMS Scientific Council  
CITES Secretariat  
IUCN Vulture Specialist Group  
CMS Preventing Poisoning Working Group  
CMS Energy Task Force  
BirdLife International  
Other key NGO partners (e.g. The Peregrine Fund, Vulture Conservation Foundation, etc.)  
[Expert on big game poaching – e.g. from IUCN Specialist Group]

## Roles and Responsibilities

### Chair / Vice-chair of the Vulture SG

- The Chair has overall responsibility for the Vulture SG, and for ultimate delivery of the final Vulture MsAP to CMS COP12, supported by the Vice-chair. The Vice-chair can deputise for the Chair if he/she is not able to attend a meeting.
- Develop meeting Agenda, in consultation with the Coordinating Unit.
- Propose meeting dates and conduct meetings (including online) of the Vulture SG and facilitate associated events, with support from the Coordinating Unit.
- Keep abreast of all phases and components needed for the development of the Vulture MsAP and provide guidance to the Vulture SG, Coordinating Unit and Regional Coordinators, as required.
- Ensure deadlines are met for actions delegated to members of (and other contributors to) the Vulture SG.
- Review draft documents of the Vulture WG as necessary.

### Coordinating Unit of the Raptors MoU – Secretariat to the Vulture SG

- Act as Chair/Vice-chair of the Vulture SG until the 1<sup>st</sup> Meeting (when nominated individuals will be elected to fill these roles).
- Prepare and facilitate administrative, logistical and other support to aid smooth and effective operation of the Vulture SG, WG and activities by the Regional Coordinators.
- Advertise, recruit and manage the Regional Coordinator for Europe (including Central Asia) who will also act as Lead Coordinator to oversee and align inputs to the Vulture MsAP from the other two regions.
- Liaise directly with Range States, partners and other parties, in close collaboration with the Vulture SG and Regional Coordinators.
- Prepare briefing and draft progress reports to meet CMS reporting arrangements (see below).

### Regional Coordinators for the Vulture MsAP

Detailed Terms of Reference for the three Regional Coordinators and for the additional role of Lead Coordinator can be found at Annex IV.

## **Outline approach and key steps**

- The Coordinating Unit will invite nominations from all Range States (Annex II), partners and interested parties of individuals to act as representatives on the Vulture WG.

- Based on the proposed composition detailed above, the Coordinating Unit will select up to 30 representatives to serve on the Vulture SG, for endorsement or modification, if needed, by the Vulture SG.
- The Coordinating Unit will call an initial meeting of the Vulture SG to consolidate membership of the group, elect a Chair / Vice-chair, develop a WorkPlan and identify next steps.
- Three Regional Coordinators will be established, covering Africa, Asia (excluding Central Asia) and Europe (including Central Asia). The European Regional Coordinator will be recruited and managed by the Coordinating Unit, and will also act as Lead Coordinator to oversee the alignment of inputs to the Vulture MsAP from all three regions.
- The Regional Coordinators will lead in gathering and collating the necessary information required to develop three regional components of the Vulture MsAP, including convening a separate Action Planning Workshop for each region before the end of 2016.
- A final Flyways Action Planning Workshop is anticipated to be held in early 2017, to align and collate the three regional outputs into a draft over-arching Vulture MsAP.
- The draft Vulture MsAP will be circulated for comment to all Range States, partners and other interested parties by the Coordinating Unit.
- Comments will be collated by the Lead Coordinator, in collaboration with the other two Regional Coordinators, to prepare a final draft of the Vulture MsAP for endorsement by the Vulture SG.
- The deadline for submission to the CMS Secretariat of the final version of the Vulture MsAP, and including a draft Resolution for CMS COP12, is 31 July 2017.
- Papers for the 1<sup>st</sup> meeting of the Vulture SG will be produced in English only. At that meeting, the group will decide upon the future working language(s) for the initiative.
- The development of the Vulture MsAP will be guided by the tried and tested protocols established by the CMS African-Eurasian Waterbird Agreement (AEWA) to prepare International Single Species Action Plans.

## **Challenges**

The key challenges identified for the development of the Vulture MsAP include:

- the massive geographic scope of the undertaking coupled with the variety of local and regional threats;
- the need for governmental and broad political support throughout the 100+ Range States;
- the significant knowledge gaps in terms of populations status and main threats, particularly regarding species in Africa;
- the importance of securing engagement from a broad and representative spectrum of stakeholders; and,
- the requirement to attract significant financial resources and in-kind contributions to develop and, importantly, to implement, the Vulture MsAP.

## **Added value of developing a Vulture MsAP**

- Agreeing priority actions among Range States and stakeholders;
- Ensuring sharing of knowledge and experience between regions and species;
- Promoting concerted, collaborative and coordinated conservation efforts;
- Enhancing effectiveness by generating synergies and avoiding 're-inventing wheels';

- Raising the issue higher up the political agenda on the international stage;
- Raising public awareness throughout the world, especially in Range States; and,
- Attracting donors and sponsors (including by developing multi-lateral project proposals).

## Funding

Due to the generosity of Environment Agency – Abu Dhabi, on behalf of the Government of the United Arab Emirates, the Coordinating Unit of the Raptors MoU is able to provide secretariat support to the Vulture WG and the funds needed to recruit and manage the consultant Regional Coordinator for Europe (including Central Asia). Substantial in-kind support has already been offered by both BirdLife International and the Royal Society for the Protection of Birds (RSPB – BirdLife UK) in terms of providing Regional Coordinators for Africa and Asia, respectively.

However, there remains a significant funding gap that needs to be filled to ensure that a comprehensive Vulture MsAP can be completed on time. Funding is required for three key components, namely, fees for consultants, hosting workshops (including venue charges, and travel and accommodation for sponsored delegates) and design and production costs (including translation) associated with the final Vulture MsAP. It is anticipated that the Chair/Vice-chair, with support from the Coordinating Unit, may make direct approaches via letters to Governments of key Range States and other potential sponsors.

All organisations and individuals who support the conservation of vultures, irrespective of whether or not they are directly involved in the development of the Vulture MsAP, are urged to contribute to coordinated fundraising efforts to address the current crisis faced by this critically important group of birds.

## Timeline and milestones

The following outline timetable is proposed to ensure that the overall delivery deadline, established by CMS Resolution 11.14, is met.

Development of the Vulture MsAP	Month											
	1	2	3	4	5	6	7	8	9	10	11	12
<b>Activities 2016</b>												
Consultations to develop concept & Project Charter												
Establish Vulture Working Group & Steering Group												
Hosting of regular Vulture SG telecoms												
Identification & recruitment of 3 Regional Coordinators												
Development of draft regional components for MsAP												
Action Planning Workshop 1 (Asia) – Date TBC							?	?	?	?		
Action Planning Workshop 2 (Europe) – Date TBC							?	?	?	?		
Action Planning Workshop 3 (Africa) – 17-21 October												
First draft Vulture MsAP developed and circulated												
<b>Activities 2017</b>												
Hosting of regular Vulture SG telecoms											?	?
Over-arching Flyways Action Planning Workshop												
Second draft Vulture MsAP produced and circulated												
Formal consultation with Range States & stakeholders												
Third draft Vulture MsAP developed for Vulture SG												
Finalised MsAP handed over to CU of Raptors MoU												
Vulture MsAP & draft Resolution submitted to COP12												
Vulture MSAP & draft Resolution considered at COP12											?	?

## Beyond 2017:

Oversee and report on implementation of the Vulture MsAP to:

- 3rd Meeting of Signatories to the CMS Raptors MoU, scheduled to be held in late 2018.
- Meetings of the CMS Standing Committee and Scientific Council (dates to be confirmed).
- CMS COP13, scheduled to be held in late 2020.

## **Reporting**

The main CMS reporting requirements are, as follows:

- 1<sup>st</sup> CMS Scientific Council Sessional Committee Meeting, to be held on 18-21 April 2016. Deadline for submission of papers in the form of a Progress Report is 3 March 2016.
- Subsequently, the Coordinating Unit will routinely submit further Progress Reports to all future CMS Scientific Council and CMS Standing Committee meetings – dates to be confirmed.
- The final version of the Vulture MsAP and draft Resolution to be submitted to CMS Secretariat by 31 July 2017, for consideration at 12<sup>th</sup> Meeting of the Conference of Parties, scheduled to be held in October 2017.

## ANNEX I

### List of species covered by the Multi-species Action Plan to conserve African-Eurasian Vultures (Vulture MsAP)

The Vulture MsAP will include 15 of the 16 species (i.e. excluding Palm-nut Vulture (*Gypohierax angolensis*)) classified as the Old World vultures, as follows:

Bearded Vulture (*Gypaetus barbatus*), Egyptian Vulture (*Neophron percnopterus*), Red-headed Vulture (*Sarcogyps calvus*), White-headed Vulture (*Trigonoceps occipitalis*), Hooded Vulture (*Necrosyrtes monachus*), Himalayan Griffon (*Gyps himalayensis*), White-rumped Vulture (*Gyps bengalensis*), White-backed Vulture (*Gyps africanus*), Indian Vulture (*Gyps indicus*), Slender-billed Vulture (*Gyps tenuirostris*), Cape Vulture (*Gyps coprotheres*), Rüppell's Vulture (*Gyps rueppelli*), Cinereous Vulture (*Aegypius monachus*), Lappet-faced Vulture (*Torgos tracheliotos*), and Griffon Vulture (*Gyps fulvus*).

## ANNEX II

### Range States covered by the Vulture MsAP

An initial assessment suggests that 124 Range States host populations of one or more of the above species and therefore should be included within the geographic range of the Vulture MsAP, as follows:

#### Africa (48):

**Algeria**, **Angola**, **Benin**, Botswana, **Burkina Faso**, **Burundi**, **Cabo Verde**, **Cameroon**, Central African Republic, **Chad**, **Côte d'Ivoire**, **Democratic Republic of the Congo**, **Djibouti**, **Egypt**, **Equatorial Guinea**, **Eritrea**, **Ethiopia**, **Gabon**, **Gambia**, **Ghana**, **Guinea**, **Guinea-Bissau**, **Kenya**, Lesotho, **Liberia**, **Libya**, Malawi, **Mali**, **Mauritania**, **Morocco**, **Mozambique**, Namibia, **Niger**, **Nigeria**, **Rwanda**, **Senegal**, Sierra Leone, **Somalia**, **South Africa**, South Sudan, **Sudan**, **Swaziland**, **Togo**, **Tunisia**, **Uganda**, **United Republic of Tanzania**, Zambia, and **Zimbabwe**.

#### Asia (excluding Central Asia) (28):

Bahrain, **Bangladesh**, Bhutan, Brunei Darussalam, Cambodia China, Democratic People's Republic of Korea, **India**, **Iran (Islamic Republic of)**, Iraq, **Jordan**, Kuwait, Lao People's Democratic Republic, **Lebanon**, Malaysia, Myanmar, **Nepal**, Oman, **Pakistan**, Qatar, Republic of Korea, **Saudi Arabia**, Singapore, **Syrian Arab Republic**, Thailand, **United Arab Emirates**, Viet Nam, and **Yemen**.

#### Europe (including Central Asia) (48):

**Afghanistan**, **Albania**, Andorra, **Armenia**, **Austria**, Azerbaijan, **Belarus**, **Belgium**, Bosnia and Herzegovina, **Bulgaria**, **Croatia**, **Cyprus**, **Czech Republic**, **Denmark**, **Estonia**, **Finland**, **France**, **Georgia**, **Germany**, **Greece**, **Hungary**, Ireland, **Israel**, **Italy**, Kazakhstan, Kyrgyzstan, Latvia, Malta, **Mongolia**, **Montenegro**, **Netherlands**, **Poland**, **Portugal**, **Republic of Moldova**, **Romania**, Russian Federation, **Serbia**, **Slovakia**, **Slovenia**, **Spain**, **Switzerland**, **Tajikistan**, **The FYR of Macedonia**, Turkey, Turkmenistan, **Ukraine**, **United Kingdom**, and **Uzbekistan**.

Note: **Bold** denotes Parties to CMS; underlining denotes Signatories to the Raptors MoU.

### ANNEX III

#### Threat status and geographic range of species covered by the Vulture MsAP

Vernacular name	Scientific name	Global Red List status	Raptors MoU Annex 1	Listed on CMS	Geographic range
<a href="#">Bearded Vulture</a>	<i>Gypaetus barbatus</i>	NT	Cat.1	No	<sup>+</sup> Afghanistan, Albania, Algeria, Andorra, Armenia, Austria, Azerbaijan, Bhutan, [Bosnia and Herzegovina – extinct?], Bulgaria, China, Croatia, Cyprus, Czech Republic, Democratic People's Republic of Korea, [Djibouti – uncertain,] Egypt, Eritrea, Ethiopia, [Former Serbia and Montenegro – extinct?], France, Georgia, Germany, Greece, India, Iran (Islamic Republic of), Iraq, Israel, [Italy – extinct?], [Jordan – extinct?], Kazakhstan, Kenya, Kyrgyzstan, Lebanon, Lesotho, [Liechtenstein – extinct?], Mauritania, Mongolia, Morocco, Mozambique, [Namibia - uncertain,] Nepal, Pakistan, Portugal, Romania, Russian Federation, Saudi Arabia, South Africa, Spain, Sudan, Switzerland, Syrian Arab Republic, Tajikistan, The former Yugoslav Republic of Macedonia, Tunisia, Turkey, Turkmenistan, Uganda, United Republic of Tanzania, Uzbekistan, Yemen, Zimbabwe
<a href="#">Egyptian Vulture</a>	<i>Neophron percnopterus</i>	EN	Cat.1	Appendix I	<sup>*</sup> Afghanistan, Albania, Algeria, Angola, Armenia, Azerbaijan, Benin, Bosnia and Herzegovina, Bulgaria, Burkina Faso, Cabo Verde, Cameroon, Chad, China, Croatia, Côte d'Ivoire, Djibouti, Egypt, Eritrea, Ethiopia, France, Gambia, Georgia, Ghana, Greece, Guinea, Guinea-Bissau, India, Iran, Iraq, Israel, Italy, Jordan, Kazakhstan, Kenya, Kuwait, Kyrgyzstan, Lebanon, Libya, Macedonia, Mali, Malta, Mauritania, Montenegro, Morocco, Namibia, Nepal, Niger, Nigeria, Oman, Pakistan, Portugal, Republic of Moldova, Romania, Saudi Arabia, Senegal, Serbia, Slovenia, Somalia, South Africa, Spain, Sudan, Syria, Tajikistan, Tunisia, Turkey, Turkmenistan, Uganda, Ukraine, United Arab Emirates, United Kingdom, United Republic of Tanzania, Uzbekistan, Yemen, Zimbabwe
<a href="#">Red-headed Vulture</a>	<i>Sarcogyps calvus</i>	CR	Cat.1	No	<sup>+</sup> Bangladesh, Bhutan, Cambodia, China, India, Lao People's Democratic Republic, Malaysia, Myanmar, Nepal, Pakistan, Singapore, Thailand, Viet Nam
<a href="#">White-headed Vulture</a>	<i>Trigonoceps occipitalis</i>	CR	Cat.1	No	<sup>+</sup> Angola, Benin, Botswana, Burkina Faso, [Burundi – uncertain,] Cameroon, Central African Republic, [Chad – uncertain,] Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea Bissau, Kenya, Malawi, Mali, Mauritania, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Somalia, South Africa, South Sudan, Sudan, Swaziland, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe

<a href="#">Hooded Vulture</a>	<i>Necrosyrtes monachus</i>	CR	Cat.1	No	+ Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Eritrea, Ethiopia, Gambia, Ghana, Guinea, Guinea Bissau, Kenya, Liberia, Malawi, Mali, Mauritania, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe
<a href="#">Himalayan Griffon</a>	<i>Gyps himalayensis</i>	NT	Cat.1	No	+ Afghanistan, Bhutan, China, India, Kazakhstan, Kyrgyzstan, Malaysia, Mongolia, Nepal, Pakistan, Tajikistan, Thailand, Uzbekistan
<a href="#">White-rumped Vulture</a>	<i>Gyps bengalensis</i>	CR	Cat.1	No	+ Afghanistan, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, China, India, Iran (Islamic Republic of), Lao People's Democratic Republic, Malaysia, Myanmar, Nepal, Pakistan, Russian Federation, Thailand, Viet Nam
<a href="#">White-backed Vulture</a>	<i>Gyps africanus</i>	CR	Cat.1	No	+ Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea Bissau, Kenya, Liberia, Malawi, Mali, Mauritania, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Swaziland, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe
<a href="#">Indian Vulture</a>	<i>Gyps indicus</i>	CR	Cat.1	No	+ Afghanistan, Bangladesh, Cambodia, India, Lao People's Democratic Republic, Malaysia, Myanmar, Nepal, Pakistan, Thailand, Viet Nam
<a href="#">Slender-billed Vulture</a>	<i>Gyps tenuirostris</i>	CR	Cat.1	No	<sup>BLI</sup> Bangladesh, Cambodia, India, Laos, Myanmar, Nepal
<a href="#">Cape Vulture</a>	<i>Gyps coprotheres</i>	EN	Cat.1	No	+ Botswana, Lesotho, Mozambique, Namibia, South Africa, Swaziland, Zambia, Zimbabwe
<a href="#">Rüppell's Vulture</a>	<i>Gyps rueppelli</i>	CR	Cat.1	No	+ Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Guinea, Guinea Bissau, Kenya, Mali, Mauritania, Niger, Nigeria, Portugal, Rwanda, Saudi Arabia, Senegal, Sierra Leone, Somalia, South Sudan, Sudan, Togo, Uganda, United Republic of Tanzania, Zambia, Zimbabwe
<a href="#">Cinereous Vulture</a>	<i>Aegypius monachus</i>	NT	Cat.1	No	* Afghanistan, Albania, Armenia, Azerbaijan, Bhutan, Bulgaria, China, Democratic People's Republic of Korea, Georgia, Greece, India, Iran, Iraq, Israel, Kazakhstan, Kyrgyzstan, Lebanon, Macedonia, Mongolia, Myanmar, Nepal, Pakistan, Portugal, Republic of Korea, Spain, Sudan, Syria, Tajikistan, Turkey, Turkmenistan, Ukraine, Uzbekistan
<a href="#">Lappet-faced Vulture</a>	<i>Torgos tracheliotos</i>	EN	Cat.1	No	<sup>BLI</sup> Angola, Benin, Botswana, Burkina Faso, Central African Republic, Chad, Côte d'Ivoire, Democratic Republic of Congo, Egypt, Ethiopia, Gambia, Guinea, Kenya, Malawi, Mali, Mauritania, Mozambique, Namibia, Niger, Oman, Rwanda, Saudi Arabia, Senegal, Somalia, South Africa, Sudan, Swaziland, Tanzania, Uganda, United Arab Emirates, Yemen, Zambia, Zimbabwe

<a href="#">Griffon Vulture</a>	<i>Gyps fulvus</i>	LC	Cat.3	No	+ Afghanistan, Albania, Algeria, Armenia, Austria, Azerbaijan, Bahrain, Bangladesh, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, [China – uncertain,] Croatia, Cyprus, Czech Republic, Denmark, Djibouti, Egypt, Eritrea, Estonia, Ethiopia, Finland, Former Serbia and Montenegro, France, Georgia, Germany, Gibraltar (United Kingdom), Greece, Hungary, India, Iran (Islamic Republic of), Iraq, Ireland, Israel, Italy, Jordan, Kazakhstan, Kenya, Kuwait, Kyrgyzstan, Latvia, Lebanon, Libya, Mali, Malta, Mauritania, Mongolia, Montenegro, Morocco, Nepal, Netherlands, [Niger - uncertain,] Oman, Pakistan, Poland, Portugal, [Republic of Moldova – extinct?,] [Romania – extinct?,] Russian Federation, Saudi Arabia, Senegal, Slovakia, Slovenia, Spain, South Sudan, Sudan, Switzerland, Syrian Arab Republic, Tajikistan, The former Yugoslav Republic of Macedonia, Togo, Tunisia, Turkey, Turkmenistan, Ukraine, United Arab Emirates, United Kingdom of Great Britain and Northern Ireland, Uzbekistan, Western Sahara, Yemen
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+ From Species+ <http://speciesplus.net/>

\* From CMS <http://www.cms.int/en/species>

<sup>BLI</sup> From BirdLife <http://www.birdlife.org/datazone/>

All species above are listed in Bern Convention Appendix II (*Strictly protected fauna species*).

All species above are listed in CITES Appendix II ((a) *all species which although not necessarily now threatened with extinction may become so unless trade in specimens of such species is subject to strict regulation in order to avoid utilization incompatible with their survival; and (b) other species which must be subject to regulation in order that trade in specimens of certain species referred to in sub-paragraph (a) of this paragraph may be brought under effective control*).

## ANNEX IV

### Generic Terms of Reference for the three Regional Coordinators (Africa, Asia and Europe) for the Vulture MsAP

#### Introduction

The mandate for development of an international Multi-species Action Plan to conserve migratory species of African-Eurasian Vultures (Vulture MsAP) was established by CMS [Resolution 11.14](#) - Programme of Work on Migratory Birds and Flyways adopted at the 11<sup>th</sup> Meeting of the Conference of the Parties (COP11) to CMS, held in Ecuador in November 2014. This Resolution emerged from the CMS Flyways Working Group and Action 9, under the Species-specific Conservation Actions, seeks to “[...] *promote the development, adoption and implementation of species action plans for priority species in line with CMS priorities for concerted and cooperative action, including: [...] d) all African-Eurasian Vultures (except Palm-nut Vulture (*Gypohierax angolensis*)) via the CMS Memorandum of Understanding on the Conservation of Migratory Birds of Prey (Raptors MoU)*”. Resolution 11.14 also recognises both the IUCN SSC Vulture Specialist Group and BirdLife International as key collaborating organisations.

At the Second Meeting of Signatories (MoS2) to the Raptors MoU held in Norway in October 2015, Signatories formally recognised all Old World Vultures (except Palm-nut Vulture) as migratory species by listing them in Table 1 of Annex 3 of the Raptors MoU. In addition, the Technical Advisory Group (TAG) was tasked to support the Coordinating Unit in facilitating development of the Vulture MsAP.

The Vulture MsAP will be a comprehensive strategic conservation Action Plan covering the geographic ranges of all 15 migratory Old World vultures to promote concerted, collaborative and coordinated international actions to: (1) rapidly halt current population declines in all species covered by the Vulture MsAP; (2) reverse recent population trends to bring the conservation status of each species back to a favourable level; and, (3) provide conservation management guidelines applicable to all Range States covered by the Vulture MsAP.

While there are some overarching threats to which all Old World vultures (except Palm-nut Vulture) are vulnerable, vulture conservation programmes to date have shown that each region has a distinctive set of threats, solutions, socio-economic issues, policy levers, etc. which require a specific and considerable work-load to address. To maintain and build on existing regional programmes, and avoid losing momentum in on the ground delivery during the process of action planning, coordination of the Vulture MsAP preparation (and initial implementation) will require establishment of three Regional Coordinator positions covering: Africa, Asia (excluding Central Asia) and Europe (including Central Asia).

#### Responsibilities

Under the overall supervision and guidance of the Head of the Raptors MoU Coordinating Unit, and in close consultation with the two other Regional Coordinators for the Vulture MsAP, the selected consultant will be responsible for coordinating the regional input to the Vulture MsAP for their respective region. This will include delivering the following activities and outcomes:

1. Support the Coordinating Unit in establishing and operating a Vulture Working Group (WG) and Vulture Steering Group (SG).
2. Actively promote the Vulture WG to ensure comprehensive and balanced regional representation by officials of Range State governments, NGOs and other interested parties.
3. Lead in convening bilateral and multilateral discussions in the region to promote development of the respective regional component of the Vulture MsAP, primarily via telephone and online teleconferences.
4. Stimulate and support BirdLife Partner and other stakeholder engagement in the development of the Vulture MsAP, advocacy for its endorsement and developing projects for its implementation.

5. Engage with the Vulture WG to commission, compile and collate inputs covering all Range States in the respective region, including background information, building on existing Flyway and Species Action Plans, status, threats, drivers and existing and proposed conservation actions for each vulture species occurring in the region.
6. Prepare the first draft of the regional component of the Vulture MsAP, for review by the other two Regional Coordinators and the Vulture SG.
7. Co-organise and facilitate a Regional Action Planning Workshop at an appropriate venue within the region before the end of 2016.
8. Prepare a second draft of the regional component of the Vulture MsAP, incorporating the outcomes of the Regional Action Planning Workshop, for review by the Vulture WG.  
Prepare a third draft of the regional component of the Vulture MsAP for submission to the Lead Coordinator before the end of 2016.
9. Facilitate the concerted implementation of the Vulture WG by CMS Parties, Raptors MoU Signatories, other Range States, and other stakeholders both before (for urgent actions) and after the adoption of the plan by CMS COP12.
10. Provide concise summary reports of progress, as and when requested by the Lead Coordinator, Steering Group or Coordinating Unit.
11. Prepare and contribute regional components to a Fundraising Plan and Communication Strategy to be developed by the Lead Coordinator.
12. Perform other duties as assigned by the Head of the Coordinating Unit.

#### **Additional responsibilities and requirements for the Lead Coordinator**

This role requires working in close consultation and collaboration with the Vulture Steering Group, the other two Regional Coordinators and the Coordinating Unit of the Raptors MoU. Key activities will be to:

1. Actively engage with the other two Regional Coordinators to provide support and guidance and to ensure consistency of approach and coverage during the development of the three regional components of the Vulture MsAP.
2. Prepare a first draft of the overarching Vulture MsAP, incorporating the three regional components, and any existing Flyway and Species Action Plans, in close consultation with the Vulture SG and the other two Regional Coordinators.
3. Co-organise and facilitate an overarching Flyways Action Planning Workshop (in early 2017) to incorporate the three regional components into a single comprehensive Vulture MsAP.
4. Prepare a second draft of the overarching Vulture MsAP, incorporating the outcomes of the Flyways Action Planning Workshop.
5. Collate the responses from the planned the public consultation exercise and prepare a third draft of the overarching Vulture MsAP, in consultation with the Steering Group and the other two Regional Coordinators.
6. Prepare a final version of the Vulture MsAP for endorsement by the Vulture SG and submission to the Coordinating Unit in a timely manner.
7. Compile and submit to the Coordinating Unit, with inputs from the other two Regional Coordinators, a comprehensive set of all the data collected and developed relating to the species included in the Vulture MsAP, for retention in the library of the CMS Office - Abu Dhabi, on behalf of the Raptors MoU.
8. Develop and coordinate the implementation of a Fundraising Plan for the continuation of the Regional Coordinator roles, meetings of the Vulture WG and implementation of the Vulture MsAP.
9. Lead in developing a Communications Strategy, including preparing materials to support the Vulture SG and Coordinating Unit.
10. Provide concise summary reports of progress, as and when requested by the Vulture SG or Coordinating Unit.
11. Perform other duties as assigned by the Head of the Coordinating Unit.

## **Education**

University degree (preferably advanced, e.g. Masters) in environmental or biological sciences or a related discipline.

## **Work experience**

A minimum of five (5) years' progressive and relevant work experience in nature conservation, including working experience in an international and multi-cultural environment is required. Working experience in bird conservation related areas is an added advantage.

## **Competencies**

**Professionalism:** In depth knowledge and understanding of the main ecological factors affecting the decline of Old World vulture populations, and an awareness of the wider issues surrounding recent efforts to conserve these species; proven experience in developing and facilitating international species action planning processes; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.

**Communication:** Excellent written and verbal communication and presentation skills; speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match the audience; demonstrates openness in sharing information and keeping people informed.

**Planning & Organising:** Attention to detail and strong organisational and facilitation skills; ability to manage a complex workload and work to tight deadlines; identifies priority activities and assignments; adjusts priorities as required; foresees risks and allows for contingencies when planning; uses time efficiently.

**Teamwork:** Ability to work within a small dynamic team; excellent interpersonal and networking skills; solicits input by genuinely valuing others' ideas and expertise; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings

## **Other desirable skills**

Standard office ICT skills, including online teleconferencing.

## **Languages**

Fluency in oral and written English is required. Knowledge of French, Arabic or Russian is desirable.

## **Duration and location of contract**

- Expected starting date is 1 April 2016.
- Duration of the contract is two years full-time (including a 3-month probationary period).
- Providing the selected consultant has access to modern telecommunication facilities (i.e. broadband internet, landline and mobile telephone), there is no requirement to be based at the CMS Office - Abu Dhabi in the United Arab Emirates.
- International travel is anticipated for which expenses will be paid or reimbursed in line with the current standard UNEP/CMS policy.

## General notes

- Applicants are requested to provide a summary breakdown of the anticipated total time and costs associated with this task, including an overall total bid for the work in USD.
- Due to the anticipated need for international travel, applicants of 62 years old or more shall present a full medical examination report and statement of fitness to work.
- UNEP/CMS is committed to achieving workforce diversity in gender, nationality and culture.
- All applications should be submitted through the UN Careers Portal <https://careers.un.org/>.