

## **Armando Valdés Velásquez, Dr. rer. nat.**

Biologist, interest in Ecology and Conservation  
Doctor in Geography and Zoology, interest in Biogeography  
Conservation Coach – Capacity Development and Education Specialist  
Biodiversity Monitoring Specialist

### **PROFESSIONAL PROFILE**

---

I have 19 years of experience in the design and management of basic and applied research projects; 13 years of experience in the design and implementation of programs in capacity development and training for conservation; 10 years of experience in the design and implementation of university courses and academic programs; and over 8 years leading and facilitating conservation planning and evaluation processes at different levels (organizational, multi-institutional, national, regional).

Currently, as *Program Officer* for *Foundations of Success* (FOS), I am in charge of leading, facilitating, advising and supporting a diversity of institutions through their project and program planning, implementation and evaluation processes. These institutions include NGOs, government agencies and international technical and funding agencies, mostly in the Americas.

My previous work has taken me through several positions that involved coordination and leadership, working with researchers, practitioners, local community members and decision makers in Peru and across the Tropical Andes region. These positions have allowed me to generate initiatives in capacity development and in cooperation between companies, government, academic institutions and local people. I have been *Program and Project Coordinator* for the *Tropical Andes Alliance* (AAT), *Director* of the BMAP<sup>1</sup>, *Conservation Education and Training Specialist* for the *Global Programs and Partnerships Division* of the *Organization for Tropical Studies* (OTS), and *Director* of the *CREES Foundation*<sup>2</sup>.

Regarding academics, I am part of the Universidad Peruana Cayetano Heredia (UPCH), where I currently hold an *Associated Professor* position within the *School of Sciences and Philosophy* and an *Associated Researcher* position at the *Laboratory for Biodiversity Studies* (LEB) and at the *Integrated Development, Environment and Health Unit* (DIAS) within the *School of Public Health and Management*. I coordinate advanced courses in the conservation sciences section and also participate as lecturer in undergrad and graduate level courses within this university or at others. I have 3 to 4 thesis advisees at the under graduate and graduate levels per year, participating in their projects linked to the understanding and search for solutions to the current problem of loss of biodiversity. I was also involved in the design, creation and implementation of the *Conservation Biology Unit* and later on the *Centre for Environmental Sustainability*, both within the UPCH.

Throughout these years, I have also participated as specialist in various consultancies, mainly environmental projects dealing with impacts of human activities (i.e.: mining), but more recently in organizational and project development associated to conservation; as well as capacity-development and academic projects.

---

<sup>1</sup> BMAP - *Biodiversity Monitoring & Assessment Program* was jointly developed by the *Centre for Conservation, Education & Sustainability* of the *Smithsonian Conservation Biology Institute* (CCES-SCBI) & *Peru-LNG* (gas company)

<sup>2</sup> CREES - *Conservation, Research & Education towards Environmental Sustainability*, a local Cusco-based NGO working on research, education and fostering sustainable activities within the Manu Biosphere Reserve.

## CURRENT ACTIVITIES

---

**Program Officer**, *Foundations of Success*: Development of planning, implementation and evaluation processes with institutions and agencies addressing issues linked to biodiversity conservation and natural resources management. Facilitation and guidance in participatory processes to develop strategic plans and approaches.

**Associated Professor**, *School of Sciences and Philosophy*, Cayetano Heredia University: Coordination of courses and participation as lecturer in the areas of ecology, vertebrate zoology, biogeography, conservation biology, ecosystem thinking, ecosystem services, environmental and human health, project design and field studies, and adaptive management and conservation planning.

**Associated Researcher**, *Laboratory for Biodiversity Studies*, Cayetano Heredia University: Coordination and guidance in the different lines of research, projects and researchers part of the laboratory.

**Associated Researcher**, *Integrated Development, Environment and Health Unit*, Cayetano Heredia University: Advising and guidance in the different lines of research, projects and researchers in the unit.

**Member of the Board of Directors**, *Network for Conservation Educators and Practitioners* – Peru (NCEP): Coordination of the different activities and initiatives of the NCEP in Peru, coordination with NCEP Bolivia.

**Member of the Board of Directors**, *Amazon Center for Environmental Education and Research (ACEER)*: Coordination and guidance of the different activities and initiatives of ACEER in Peru, and elsewhere in the Amazon basin.

**Member of the Board of Directors**, *Research Center for Integrated and Sustainable Development (CIDIS)*: Coordination and guidance of the different activities and initiatives of CIDIS.

**Member of the Capacity Development Work Group**, World Commission on Protected Areas (WCPA): Participation in the meetings and activities linked to the duties and interests of the work group.

**Member of the Commission for Ecosystem Management (CEM)**, IUCN: Participation in the meetings and activities linked to the duties and interests of the commission.

## EDUCATION

---

**PhD in Zoology and Geography (1998-2003)**: *Taxonomy, Phylogeny, and Biogeography of the Humming-bird Genus Thalurania GOULD, 1848 (Aves: Trochilidae)*. Rheinische Friedrich-Wilhelms-Universität Bonn, Bonn, Germany.

**Professional Title of Licentiate in Biology (1997)**: *Preliminary methodological study of human impact assessment using a bird community in lowland tropical forest*. Cayetano Heredia University, Lima, Peru.

**BSc in Biology (1991–1994)**: Cayetano Heredia University, Lima, Peru.

## LANGUAGES

---

Spanish (mother tongue)

English (written and spoken)

German (written and spoken)

Portuguese (spoken)

## SELECTED PUBLICATIONS (NOT IN THE WORKS)

---

Bravo, A., A. Porzecanski, **A. Valdés-Velásquez**, L. F. Aguirre, G. Aguilera, A. Arrascue, N. Bynum, L. Castañeda, T. Centurión, C. Cortez, I. Galarza, S. Grybowski, P. Herrera, J. Perez, E. Rubín, L. Salinas and E. Sterling. (2016). *Capacity for Biodiversity Conservation in the Southern Tropical Andes through Partnerships of Educators and Practitioners*. Pp. 417-429 in A. A. Aguirre and R. Sukumar (eds.), *Tropical Conservation: Perspectives on Local and Global Priorities*. Oxford University Press, NY.

Sallaberry-Pincheira, N., Gonzalez-Acuña, D., Padilla, P., Dantas, G.P.M., Luna-Jorquera, G., Frere, E., **Valdés-Velásquez, A.** & Vianna, J.A. (2016). Contrasting patterns of selection between MHCI and II across populations of Humboldt and Magellanic Penguins. *Ecology and Evolution*. 6 (20): 7498-7510.

Sallaberry-Pincheira, N., Gonzalez-Acuña, D., Herrera-Tello, Y., Dantas, G.P.M., Luna-Jorquera, G., Frere, E., **Valdés-Velásquez, A.**, Simeone, A., & Vianna, J.A. (2015). Molecular Epidemiology of Avian Malaria in Wild Breeding Colonies of Humboldt and Magellanic Penguins in South America. *EcoHealth*. 2 (2): 267-277.

**Valdés-Velásquez, A.** (2014). *Recomendaciones del foro regional sobre adaptación al cambio climático basada en conocimientos tradicionales*. In: Lara, R. & Vides-Almonacid, R. (Eds.). *Sabiduría y Adaptación: El Valor del Conocimiento Tradicional en la Adaptación al Cambio Climático en América del Sur*. UICN. Quito, Ecuador.

De la Puente, S., Bussalleu, A., Cardeña, M., **Valdés-Velásquez, A.**, Majluf, P. & Simeone, S. (2013). Humboldt penguin (*Spheniscus humboldti*). In: García-Borboroglu, P. & Boersma, P.D. (Eds.) *Penguins: Natural history and conservation*. University of Washington Press, Seattle & London, pp. 265–284.

Lloyd, H., Sevillano Ríos, S., Marsden, S. J. & **Valdés-Velásquez, A.** (2012), Bird community composition across an Andean tree-line ecotone. *Austral Ecology*. 37 (4): 470-478.

Castaño, L., **Valdés, A.**, Arnillas, C., Bustillos, P., & Bussalleu, A. (2011). La adaptación al cambio climático en la región andina: integrando los ecosistemas y las poblaciones humanas. Módulos de capacitación para gobiernos y organizaciones locales. *The Ecosystem Livelihoods and Adaptation Network (ELAN)*. Quito, Ecuador.

Castaño Betancur, L.d.J., Abugattás Salem, D.J., Félix Veliz, A.G., Anchante Villacorta, A. & **Valdés-Velásquez, A.** (2011): Diagnóstico de las necesidades de capacitación de las organizaciones públicas y privadas para el desarrollo del mecanismo REDD en el Perú. Organización para Estudios Tropicales. Lima, Perú.

Sevillano Ríos, S., Lloyd H. & **Valdés-Velásquez, A.** (2011): Bird species richness, diversity and abundance in *Polylepis* woodlands, Huascarán biosphere reserve, Peru. *Studies on Neotropical Fauna and Environment*, 46 (1): 69-76.

**Valdés-Velásquez A.** & Schuchmann K.-L. (2009): A new species of hummingbird (*Thalurania*; Trochilidae, Trochilinae) from the western Colombian Andes. *Ornithologischer Anzeiger* 48 (2): 143-149.

Majluf P., **Valdés-Velásquez A.**, Kuroiwa A. & Valqui M. (2004): Reporte final de la propuesta de sistema integrado de monitoreo ambiental para la Bahía de Paracas. International Resources Group. Programa USAID STEM TMA. Lima. Perú.

Stotz D.S., Montambault J.R., Pequeño T., **Valdés-Velásquez A.**, Mack A. & Quiroga C. (2002): Evaluación de la avifauna de Pampas del Heath, Perú y Alto Madidi, Bolivia in Montambault JR (ed): *Informes de las Evaluaciones Biológicas de Pampas del Heath, Perú, Alto Madidi, Bolivia y Pando, Bolivia*. RAP Bulletin of Biological Assessment, Conservation International, Washington DC

Stotz D.S., Pequeño T., **Valdés-Velásquez A.**, Mack A., Quiroga C. y Hoke P. (2002): *Lista de las especies de aves registradas en las Expediciones RAP en Pampas del Heath, Perú, 1996 y Alto Madidi, Bolivia, 1997* in Montambault JR (ed): *Informes de las Evaluaciones Biológicas de Pampas del Heath, Perú, Alto Madidi, Bolivia y Pando, Bolivia*. RAP Bulletin of Biological Assessment, Conservation International, Washington DC

Schulenberg T.S., López L., Servat G. y **Valdés A.** (2001): *Preliminary List of the birds at the three sites in the Northern Cordillera de Vilcabamba, Peru* in Alonso LE, Alonso A, Schulenberg TS, y Dallmeier F (eds): *Biological and Social Assessments of the Cordillera de Vilcabamba, Peru*. RAP Working Papers 12 and SI/MAB Series 6, Conservation International, Washington DC

---

## SELECTED RESEARCH AND APPLIED CONSERVATION PROJECTS

---

**2015-2017** *Technical guidance in the implementation of the Open Standards approach for the process of developing a strategic plan for the Amazon Conservation Team (ACT)*, funded by ACT, Bogotá, Colombia & Washington D.C. (Leader & Coach).

**2015-2016** *Technical guidance in the implementation of the Open Standards approach for the process of developing a strategic plan for The Mountain Institute in Peru (TMI)*, funded by TMI, Huaraz and Lima, Peru (Leader & Coach).

**2014-2016** *Technical guidance and support for the USAID SAR, Peru SLAB and Peru Adaptation management teams to prioritize information required for their 2016-2021 planning process*. Environmental Incentives-Measuring Impact, Lima, Peru (Coach).

**2014** *Support, design and facilitation of the First National Workshop on Barcoding.* University of Guelph and Natural History Museum of Lima, Lima, Peru (Co-leader & Facilitator).

**2014** *Support, design and facilitation of the Punta San Juan Strategic Planning Summit.* Chicago Zoological Society, Lima, Peru (Co-leader & Facilitator).

**2013-2014** *Technical guidance in the process of developing the institution's strategic plan for the Peruvian Trust Fund for Protected Areas (PROFONANPE),* for PROFONANPE, Lima, Peru (Coach).

**2013-2014** *Technical guidance in the implementation of the Open Standards approach for the process of updating of the Master Plan for the Nor-Yauyos Cochas Landscape Reserve (RPNYC),* funded by the RPNYC Trust, Nor Yauyos, Peru (Leader & Coach).

**2013** *Adaptation to Climate Change sustained on traditional knowledge,* for IUCN-South and funded by AECID, Quito, Ecuador (Facilitator & Researcher).

**2013** *Open Standards support to the Titi Monkey Project to develop a strategic plan,* funded by Wildlife Conservation Network (WCN), Barranquilla, Colombia (Leader & Coach).

**2013** *National Capacity development workshop on Biodiversity and Environmental information management for the Amazon Region of Peru,* funded by BioCAN of the Andean Community (CAN), Lima, Peru (Facilitator)

**2013** *Design and implementation of a learning-coaching process on the Open Standards for the Practice of Conservation for the team working on the development of the EAP Mata Atlantica,* funded by WWF NL. Asuncion, Paraguay (Coach).

**2013** *Support for the natural resources planning processes for two native communities (Miaria & Nueveo Mundo),* part of the Biodiversity Assessment, Monitoring & Conservation Program (BAMCP), funded by the Centre for Conservation Education and Sustainability of the Smithsonian Conservation Biology Institute (CCES-SCBI), Lurin, Peru (Coach).

**2012** *Design and implementation of the capacity development process for WWF Acre personnel, focused on the Open Standards for the Practice of Conservation,* funded by WWF UK. Acre, Brazil (Coach).

**2012** *Identification of the state of the Global Taxonomy Initiative in Peru and the priorities for the implementation of the Global Strategy for Plant Conservation,* funded by the Division for Biological Diversity, Ministry of the Environment, Lima, Peru (Facilitator).

**2011-2012** *Proposal for a School for Field Studies at the Cayetano Heredia University (UPCH),* funded by the Cayetano Heredia University, Lima, Peru (Leader).

**2007-2009** *Making optimal information available for improved decision making in south-eastern Peru: a Geographic Information System,* funded by Conservation International Peru (Principal Researcher);

**2007** *Biodiversity Strategy for Rio Tinto Minera Peru – La Granja: Offsets and Positive Conservation Actions,* for Hardner & Gullison Associates, LLC, financed by Rio Tinto Minera Peru (Member of Consultancy Team: Ecosystem Specialist)

**2007** *Integrated Management of the Higher Chavin District with Emphasis in Reforestation,* for MILPO Mining Company (Principal Researcher);

**2006-2007** *Environmental Baseline Studies and Environmental Impact Assessment Studies throughout Peru for AMEC (Peru) SA, financed by mining companies: Kañariaco Project (Candente Resources), Kingsmill Tunnel (Minera Perú Copper), Poracota and Layo (Buenaventura SA), Pucamarca (MINSUR) (Ecosystem Analysis and Biodiversity Monitoring Specialist)*

**2006-2007** *Proposal Development for the Creation of the Center for Environmental Sustainability (CSA) at the UPCH and Implementation of the Proposal,* for the UPCH (Co-leader);

**2006–2008** *Living Landscapes Program: The Greater Madidi Tambopata Landscape,* implemented by WCS–Bolivia (Consulting Researcher in Peru);

**2005-2008** *Towards establishing a University-based Conservation Training and Research Hub in Peru* financed by the John D. and Catherine T. MacArthur Foundation (Co-leader).

**2005–2007** *Research Priorities' for the Peruvian Protected Areas System's 10-year Master Plan (Plan Director - SINANPE)*, for the Peruvian Agency for Natural Protected Areas (IANP) (Co-leader).

**2005-2006** *Assessment of habitat and forest structure at the La Nube Biological Station (EBLN) within the Bahuaja Sonene National Park (PNBS)*, financed jointly by the Peruvian and US Governments under the Tropical Forest Conservation Agreement (TFCA), supervised by PROFONANPE and Conservation International-Peru (Co-leader).

**2005** *Assessment of the biological potential of the Amarakaeri Comunal Reserve (RCA) and neighbouring indigenous lands*, as part of the “*Conservación y Uso Sostenible de la Biodiversidad en la Reserva Comunal Amarakaeri y Tierras Indígenas Aledañas*” project coordinated by the Madre de Dios Watershed Native Federation (FENAMAD), financed by the Global Environmental Fund (GEF) through the United Nations Development Program (UNDP) (Principal Researcher).

**2004** *Assessment of the environmental conditions in the Paracas Bay and a proposal for an Environmental Monitoring System within the Sustainable Development Committee for Paracas (CDSP) framework*, financed by the US Agency for International Development (USAID) through the International Resources Group (IRG: STEM Project) (Researcher).

**2003-2005** *Design and Development of a Conservation Biology Program (Research and Academic areas) at the UPCH [Post-doc position in Conservation Biology]* Conservation Biology Unit (UBC), Cayetano Heredia University (UPCH) Lima, Peru.

## SELECTED TRAINING AND CAPACITY BUILDING PROJECTS

---

**Under graduate courses UPCH** (Academic courses in which I have had a role in the design, coordination and partial or total implementation. Course where I have been invited as instructor or to give a lecture, do not appear):

- Basic courses: *Carnivore Biology and Conservation; General Ecology; Vertebrate Zoology; Scientific Research: an Introduction to Scientific Thought* (2005, 2006), *Evolution* (2016).
- Advanced courses: *Adaptive Management for Conservation* (2014), *Topics in Conservation Biology* (2006-2014); *Environmental Policy and Peruvian Reality* (2006, 2009, 2011); *Protected Areas and Complementary Conservation Strategies* (2010); *Historical and Ecological Biogeography* (2007, 2012, 2013).
- Field Course: *Ecology and Conservation of Peruvian Coastal Vertebrates* (2004, 2009).

**Courses, Workshops, Seminars (Post graduate & Specialization)** (Academic courses in which I have had a role in the design, coordination and partial or total implementation. Course where I have been invited as instructor or to give a lecture, do not appear):

- *Protected Area Management: Tools for Conservation* (2013), Intensive field course on the Margarita Island, State of New Sparta, Venezuela with ACOANA, AAT & UCV (Co-leader & Instructor).
- *Open Standards Training for Conservation Coaches* (2013). Intensive course in Bogotá, Colombia with AAT, CCNet & UNIANDES.
- *Landscape Scale Management: Tropical Andes* (2012), Intensive field course in Santa Cruz de la Sierra & Cochabamba, Bolivia with OTS, AAT, FCBC & NUR University (Co-leader & Instructor).
- *Conservation Science and Practice based on Open Standards* (2012). Intensive field course in Santa Cruz de la Sierra, Bolivia with OTS, FCBC & AAT (Co-leader & Instructor).
- *Conservation in Peru* (2011, 2012). Mixed course (field & classroom) in Oxapampa & Lima, Peru with the CSA, AAT, OTS, LEB-UPCH and EPGVAC-UPCH (Co-leader & Instructor).
- *Conservation Planning at the Landscape Scale* (2011). Intensive field course in Merida & Cojedes, Venezuela with the AAT, OTS, Los Andes University & ACOANA (Co-leader & Instructor).
- *Thematic Update Seminar (SAT): Adaptive Management & the Open Standards* (2011). Intensive field seminar in Papallacta, Ecuador with the AAT, OTS & FOS (Co-leader & Instructor).

- *Conservation Science at the Landscape Scale* (2010). Intensive field course in Antioquia & Quindio, Colombia with AAT, OTS, National University of Colombia, University of Antioquia, UNIANDES, PUJ, & FCBC (Advisor & Instructor).
- *REDD for Decision Makers* (2009). Intensive field seminar in Madre de Dios, Peru with AAT, OTS, SPDA & WWF Peru (Co-leader & Instructor).
- *Thematic Update Seminar (SAT): REDD in the Tropical Andes* (2009). Intensive field seminar in Santa Cruz de la Sierra, Bolivia with the AAT, OTS & FCBC (Co-leader & Instructor).
- *Training for Trainers: Conservation in the Tropical Andes* (2009), Intensive field course in Antioquia, Colombia with the OTS, CBC-AMNH, and the Forestry Department at the National University of Colombia (Co-leader & Instructor).
- *Faculty Development Workshop: Active Teaching: New Pedagogical Formats for Teaching* (2008). Workshop in Lima, Peru with NCEP, CBC-AMNH & LEB-UPCH (Coordinator & instructor).
- *I Training Workshop on Active Teaching – Southern Regions for the Network for Conservation Educators and Practitioners* (2008). Workshop in Arequipa, Peru with San Augustin National University, CBC-AMNH, and CSA (Instructor).
- *Amazon Ecosystems & Global Change* (2007, 2008). Intensive field course in Cusco & Madre de Dios, Peru with the OTS and ACEER (Coordinator & Instructor).
- *Conservation and Sustainability* (2007), Modular course within the Postgraduate Integrated Program on Conservation and Sustainable Development, UPCH (Coordinator & Instructor).

#### **SELECTED COURSES AND WORKSHOPS (ATTENDED)**

---

**2009** Course (Participant): *Adaptive Management and Measures of Success in Conservation for Trainers– Foundations for Success*, Medellin, Antioquia, Colombia;

**2008** Course (Participant): *Technical Support for Needs Assessment and Curriculum Design and Implementation in Conservation Biology – Network for Conservation Educators and Practitioners* (NCEP), Center for Biodiversity and Conservation (CBC), American Museum of Natural History (AMNH), Chattanooga, TN, USA;

**2007** Workshop (Participant): *Faculty Focus Group Workshop*, Network for Conservation Educators and Practitioners (NCEP), Center for Biodiversity and Conservation (CBC), American Museum of Natural History (AMNH), Black Rock Forest, NY, USA;

**2006** Workshop (Lecturer): *Capacity building in Epidemiology, Surveillance and Management of Wild and Captive Birds for the Early Detection of Highly Pathogenic Avian Flu on the American Continent*, Food and Agriculture Organization (FAO) and the Wildlife Conservation Society (WCS), Lima, Peru;

**2006** Seminar (Lecturer): *Bioethics, Environment and Development*, French Embassy in Peru, San Martin de Porres University (USMP) and the National Council for Science and Technology (CONCYTEC), Lima, Peru;

**2006** Seminar (Lecturer): *Conservation Experiences in America*, Center for Biodiversity and Conservation at the American Museum of Natural History (CBC-AMNH), the Bolivian Chapter of the Society for Conservation Biology (SCB-Bolivia) and the Network of Conservation Educators and Practitioners (NCEP), La Paz, Bolivia;

**2006** Workshop (Participant): *Sustainable Development Opportunities along the Southern Inter-oceanic Highway: Cusco, Puno and Madre de Dios, Sections 2, 3 and 4*, Civil Work Group Southern Inter-Oceanic Highway Corridor (GT-CVIS), Cusco, Peru;

**2005** Workshop (Lecturer): *Biodiversity and Conservation within the Regional Development of Madre de Dios*, Environmental Studies Institute (IDEA) of the Peruvian Catholic University (PUCP) and Explorer's Inn (EI), Madre de Dios, Peru;

**2005** Workshop (Participant): *Inter-oceanic Highway Construction, Peruvian Component*, Futuro Latinoamericano and Peruvian Society for Environmental Law (SPDA), Lima, Peru;

**2005** Workshop (Participant): *Monitoring in the Peruvian National Protected Area System (SINANPE)*, National Natural Resources Institute (INRENA), Lima, Peru;

**2004** Workshop (Participant): *Bases for the Formulation of a National Action Plan for Marine Biodiversity Research and Studies*, Peruvian Marine Institute (IMARPE), Callao, Peru;

**2003** Workshop (Participant): *Eco-regional Planning*, The Nature Conservancy (TNC), Lima, Peru;

**2003** Course (Participant): *Bioinformatics Seminar*, Global Biodiversity Information Facility (GBIF) and the Institute for Biodiversity (InBio), San José de Costa Rica, Costa Rica;

**2003** Workshop (Participant): *Important Areas for Bird Conservation (IBA-AICAS) in Peru*, Bird Life International and the Natural History Museum of the San Marcos National University (MHN-UNMSM) Arequipa, Peru;

---

### SELECTED GRANTS

---

**2007** Grant: Overbrook Fellowship for Career Development: *Strengthening the conservation initiatives and actions in the Madre de Dios Watershed* –Overbrook Foundation, (US \$10,000).

**2006** Grant: Workplace Equipment Subsidies for Experts from Developing Countries – World University Service and Zentralstelle für Arbeitsvermittlung, (EUR 7,000).

**2005** Research Project Grant: *Towards establishing a University-based Conservation Training and Research Hub in Peru* – John D. & Catherine T. MacArthur Foundation, (US \$250,000).

**2004** Research Project Grant: *Initial assessment of habitat and forest structure at the La Nube Biological Station (EBLN) within the Bahuaja Sonene National Park (PNBS)* – Tropical Forest Conservation Act – Conservation International – PROFONANPE (US \$120,000).

**2003** Re-entry Grant for Research: Post-Doctoral position in Conservation Biology – Vice Rector's Office for Research / Cayetano Heredia University (US \$36,000).

---

### REFERENCES

---

**Nick Salafsky**

Co-Director

Foundations of Success

Email: [nick@fosonline.org](mailto:nick@fosonline.org)

**Fabiola León-Velarde**

Rector Cayetano Heredia University (UPCH)

Av. Honorio Delgado 460,

Urb. Ingeniería, San Martín de Porres

Lima-13, Lima, Perú.

Email.: [fabiola.leon-velarde@upch.pe](mailto:fabiola.leon-velarde@upch.pe)

---