 <b>LEADRANGER</b>	Document code: DOC-002	Date: 14-05-2021
	Version: 2.1	Status: Definitive
	Owner: Dominique Noome	Page 1 to 2

## Policy Statement

### About Lead Ranger

LEAD Ranger is a collaborative initiative between the partner organisations Thin Green Line Foundation (TGLF), the International Anti-Poaching Foundation (IAPF) and Ranger Campus. The LEAD Ranger program is a program of excellence, delivering industry best-practice training over a multi-year period to the future leaders of conservation. LEAD mostly works in Kenya and is active in surrounding countries. The Ranger Campus Foundation, the implementing partner, was founded in 2016 and started its first LEAD Ranger program activities in July 2017.

The Foundation, through the LEAD Ranger program, takes pride in being a flexible training- and mentoring provider to conservation organisations and their rangers working to conserve nature and manage protected areas. As the program is self-funded, both the rangers and their parent organisations go through a selection process to determine their access and suitability for the program. LEAD Ranger strives for a minimal overhead, aiming to get most of the funds on the ground, where they matter the most. The very short decision- and communication lines enable us to help the world's rangers in dealing with the ever-changing threat of poaching and human-wildlife conflict.

Being professional to us means that we self-regulate, are adaptable to local context, and have high standards of integrity and quality. This includes adhering to legal and ethical standards where relevant. LEAD is all about the Human Factor; being empathetic, inquisitive and willing to share. We want to be as collaborate and inclusive as possible in order to support rangers and their management in the best way possible.

### Mission and vision

The (new) mission of LEAD Ranger is:


*“To enable conservation organisations to conduct their own ranger training and mentoring, by providing the framework for internalized competency development based on internationally recognized best practice”.*

Our (new) vision is:

*“A global community of professional rangers protecting the world’s ecosystems.”*

In order to reach our vision, a couple of things need to be in place. These are what we will call enabling principles:

- Local instructors – they speak the language, know the people, the terrain and the problems.
- Up-to-date and evidence-based curriculum – it’s no use training people in procedures or knowledge that is outdated or has been proven not to work.
- Locally relevant curriculum – only train rangers in the subjects that they require in their area at their (predicted) threat level.

 <b>LEADRANGER</b>	Document code: DOC-002	Date: 14-05-2021
	Version: 2.1	Status: Definitive
	Owner: Dominique Noome	Page 2 to 2

- A quality standard – all training needs to adhere to a relevant quality standard for the content and lesson materials provided.
- Organisational mentoring – having the capabilities and systems in place to mentor organisations in their training roles.

### Quality Management System

In order to optimise the processes and the quality of the organisation's output, LEAD Rangers' operations must be properly safeguarded and optimised. To achieve this, LEAD has set up and implemented a management system in accordance with the requirements of ISO 9001. Meeting the expectations of our trainees and relevant stakeholders and the continuous improvement of the internal organization is central to this.

A combination of risk inventories, internal project evaluations, customer satisfaction analyses and internal audits contributes to the identification of possible improvements within the processes of our organization. By analysing information and implementing improvements based on this information, we create a learning organization where continuous improvement is central.

The scope of the management system is determined as:

### The training and mentoring of rangers under the LEAD Ranger Program.

Place, date	14 May 2021
Name	D.A. Noome
Signature:	SIGNED