Record Nr.	UNINA9910669809003321
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Titolo	Strategic Opportunism: What Works in Africa : Twelve Fundamentals for Conservation Success / / by Brian John Huntley
Pubbl/distr/stampa	Cham:,: Springer Nature Switzerland:,: Imprint: Springer,, 2023
ISBN	3-031-24880-5
Edizione	[1st ed. 2023.]
Descrizione fisica	1 online resource (xvi, 142 pages) : illustrations (some color)
Collana	SpringerBriefs in Environmental Science, , 2191-5555
Classificazione	NAT011000SCI020000SCI026000
Disciplina	333.7
Soggetti	Ecology Conservation biology Biodiversity Biotic communities Environmental Sciences Conservation Biology Ecosystems
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Part I. Background Chapter 1. Introduction: Success is Possible Chapter 2. Strategic Opportunism: A Pragmatic Approach to Conservation in Africa Part II. Strategic Opportunism in Action: Six Stories of Success Chapter 3. Angolan Giant Sable: Rediscovery, Rescue and Recovery Chapter 4. Marion Island: Birds, Cats, Mice and
	Men Chapter 5. Gorongosa National Park: Wilderness, War and Wildlife Recovery Chapter 6. Overcoming the Taxonomic Impediment: SABONET and the African Plants Initiative Chapter 7. Building Biodiversity Knowledge: Mobilising Citizen Science Chapter 8. Bridging the Gap: Community Conservancies in Namibia and Zimbabwe Part III: Conclusion Chapter 9. Twelve Fundamentals for Conservation Success.

and concluded long-term projects: personal stories of vision, failure, frustration and persistence ultimately leading to success. The case studies vary widely in their geography and goals. The single-handed commitment to re-discover the last surviving populations of Giant Sable in the miombo woodlands of central Angola, through the capture, translocation and establishment of robust breeding herds of this magnificent antelope, contrasts with the massively funded, threedecade programme with over one hundred participants that reversed the annual loss to predation by feral cats of 455 000 seabirds from a sub-Antarctic island. Similarly, the foresight of Zimbabwean and Namibian ecologists to place rural communities at the centre of conservation programmes by giving value to wildlife populations and benefits to local people, transformed a land degradation problem to a socio-ecological solution. Across ten countries, building capacity in botanical collection, documentation and herbarium management expanded into a global project to place the knowledge base of Africa's flora onto an electronic data system accessible to researchers and conservation planners in even the most remote corners of the continent. None of these projects enjoyed immediate results. Each required leadership skills that combined vision, a generosity of spirit, fortuitous timing and the exploitation of unexpected opportunities.