

Curriculum Vitae

JULIAN LUKE BAYLISS

Professor (PhD, MSc, BSc) F.R.G.S., F.R.E.S.

Conservation Biologist, Ecologist, Zoologist, Lepidopterist, & Explorer

<http://www.julianbayliss.co.uk>

<http://www.youtube.com/watch?v=mni8mSS4KDU>

“I am a highly dedicated, knowledgeable and enthusiastic Conservation Biologist with excellent people and project management skills. From a very early age I developed a passion for natural history which has grown into a successful career in species and habitat conservation, protective area management, and landscape ecology”

PERSONAL DETAILS

E-mail: jbayliss@yahoo.co.uk

Date of birth: 17/10/69

Sex: Male

Nationality: British

EDUCATION

- 1999 - 2002 PhD The use of GIS, Geostatistics, and multilevel modelling for biodiversity action planning. Oxford Brookes University.
- 1997 - 1998 MSc Conservation Biology (Distinction) Manchester Metropolitan University.
- 1990 - 1993 BSc Zoology (Hons) RHBNC College, University of London.

EMPLOYMENT

Date	Employer	Job title and Main responsibilities:
2013 – present	Government of Malawi / Global Environment Facility Malawi	Biodiversity and Protected Areas Specialist Technical Advisor on the Shire River Basin Management Programme. Protected area management of 3 forest reserves, 2 National Parks (Liwonde and Lengwe), and 1 wetland (the Elephant Marsh): http://www.worldbank.org/projects/PI17617/malawi-shire-river-basin-management-project?lang=en&tab=overview .
2012 - present	Fauna & Flora International Cambridge & Mozambique	Mabu Forest Conservation Programme. Programme manager – establishing a Community Based Organisation and Protected Area for nature-based tourism at Mabu forest in northern Mozambique. See: http://www.fauna-flora.org/closerlook/mount-mabu-and-the-google-forest/
2010 - 2013	Fauna & Flora International Cambridge & Liberia/Cote d'Ivoire/Guinea	Regional Project Coordinator, West Africa – Mt. Nimba Transboundary Environmental Governance Platform Working towards the establishment of an environmental governance platform and biodiversity database for the Nimba Mountains in light of large multi-national iron ore mining of the area. The Nimba Mountains cross the border of Liberia, Cote D'Ivoire, and Guinea in west Africa. See: http://www.nimbadarwin.org/
2010 –	Conservation	Programme Coordinator & Analyst with the Conservation

2012	Science Research Group: The University of Cambridge Cambridge / Tanzania	Science Research Group (Department of Zoology) on the Valuing the Arc programme (VtA). The VtA programme has been valuing the ecosystem services of the Eastern Arc Mountains that stretch down the eastern side of Tanzania under 3 different management scenarios over a 25 yr period. The aim is to prove that the natural resources of the EAMs are worth more if they are conserved than if they are exploited. The VtA is the world's leading Ecosystem Service assessment programme funded by the Leverhulme Trust. See: www.valuingthearc.org/about_us/index.html#julian_bayliss
2006 - 2009	Royal Botanic Gardens Kew (RBGKew) & the Mulanje Mountain Conservation Trust (MMCT) - Darwin Initiative Mozambique / Malawi.	Project Coordinator, Monitoring and Managing Biodiversity Loss in South-East Africa's Montane Ecosystems. Main responsibilities include: Planning and delivering a major international conservation project; managing project staff and volunteers; significantly increasing the reputation of MMCT, IIAM, RBGKew, and the Darwin Initiative; influence and public advocacy work in East Africa; advising on new projects and other developments; managing the project budget; fundraising; strengthening and developing partnerships in the region; promoting the project (including producing high quality scientific reports and media work). See: http://darwin.defra.gov.uk/newsletter/DARWIN_NEWS_14.pdf
2004 – 2006	Wildlife Conservation Society (WCS) - WCS/MMCT Malawi	Director of Ecological Monitoring Programme – Working as a consultant for the Wildlife Conservation Society (WCS) and c/o Mulanje Mountain Conservation Trust (MMCT) – World Bank Global Environment Facility (GEF) Trust Fund. Responsible for undertaking baseline biodiversity surveys and establishing an Ecological Monitoring Programme (EMP) on Mount Mulanje, Malawi. Reporting to the WCS Africa Director I worked closely with a Malawian counterpart from MMCT to successfully establish the EMP.
2002 – 2003	Oxford Brookes University Oxford	Post doc Researcher. Spatial Ecology & Landuse Unit (SELU) – Examined the potential of metapopulation modelling and spatial statistics in natural resource management in the UK following on from the results of my PhD.
1998	Funded by FFI Madagascar	Project Coordinator. Management and planning of microchiropteran status and distribution surveys in previously un-surveyed Madagascar rainforest. Supported by Fauna and Flora International (FFI).
1993 – 1996	The Society for Environmental Exploration Tanzania	Project Coordinator. Frontier Tanzania East Usambara Forest Research Programme - Conducting baseline biodiversity assessments of wet forests in Tanzania.
1993	The Society for Environmental Exploration Uganda	Science Coordinator Frontier Uganda Game Park Research Programme. Initiation and supervision of science programmes in Uganda.

1988 – Project Trust Biology and maths teacher. Project Trust. St. Ansgar's school,
1989 **South Africa** Roodeport/Soweto, S. Africa.

SKILLS

Conservation

- I am proficient in many biological skills and possess a good general knowledge of current wildlife and conservation issues.
- My knowledge and skills are supported by a significant amount of conservation fieldwork, both in the UK and overseas.
- Much of my work involves delivering international conservation targets and I am responsible for giving species conservation and habitat management advice to a wide range of people and organisations.
- I have discovered over 20 species new to science, including several new species of snake (e.g. *Atheris mabuensis*), chameleons (*Nadzikambia baylissi* and *Rampholeon sp. x 3*), and bats e.g. *Rhinolophous mabuensis* - Mt. Mabu leaf-nosed bat), as well as butterflies – See: <http://www.fauna-flora.org/closerlook/mount-mabu-and-the-google-forest/>
<http://news.bbc.co.uk/1/hi/sci/tech/8094444.stm>
- I am a Lepidopterist. This has been one of my earliest interests from a young age. For example, I have discovered 4 new species and 3 new sub-species of butterfly – see: <http://www.barcodinglife.org/views/taxbrowser.php?taxid=187503>
- I have developed and delivered Ecological Monitoring Programmes (Malawi and Mozambique).
- I have designed and carried out many baseline biodiversity field surveys and biological inventories (Tanzania, Uganda, Madagascar, Malawi, and Mozambique).
- I am experienced in protected area management (Tanzania, Uganda, Madagascar, Malawi, Mozambique, Liberia, Guinea, and Cote d'Ivoire).
- My biological data skills include knowledge and use of appropriate data analysis and modelling skills, such as the use of probabilistic associative modelling for biodiversity management (Oxfordshire, UK).
- I discovered the largest continuous tract of mid-altitude rain forest in southern Africa (Mount Mabu, Mozambique) - See: <http://www.youtube.com/watch?v=mni8mSS4KDU>

Research

- I have extensive research experience covering many aspects of Conservation Biology and Ecology. Over the last 20 years I have undertaken scientific research focusing on single species studies, interactions between species, ecosystem modelling, and the use of advanced technology towards conservation management. Such studies have ranged from pure ecological research to conservation management strategies. I have published over 30 scientific papers - See 'Scientific Papers' section for further details.

Project Management

- I have strong project management, data collection, and integration skills.
- I have over 25 years of conservation project management experience (for example I have developed and delivered conservation projects in Liberia, Cote d'Ivoire, Guinea, Tanzania, Uganda, Madagascar, Malawi, and Mozambique).
- I am experienced in budget management and the necessity to operate within financial constraints. All projects that I have managed have operated within the specified budget.

People Management

- I have gained a significant amount of people management experience from managing staff and participants through the World Bank, Global Environment Facility, USAID, Darwin Initiative awards, Royal Botanic Gardens Kew, Fauna and Flora International, Wildlife Conservation Society, and the Society for Environmental Exploration.

- My people management experience includes recruitment, management, assessment and training of conservation staff and volunteers.
- I enjoy working with people and feel that interpersonal and management skills are key strengths of mine.

<http://www.conservation-careers.com/dr-julian-bayliss-real-life-explorer/>

IT

- Advanced knowledge of GIS (ArcMAP), GPS, and ERDAS remote sensing software. Through my PhD I have advanced knowledge of GIS functionality. This gave me considerable experience in GIS 'predictive' modelling capability and database creation. I also analyse satellite imagery (using ERDAS) to create land use databases within a GIS platform.

Communications (including media)

- I possess excellent communication and diplomatic skills and enjoy working with a wide range of people and organisations. Good communication skills are vital for my current job.
- I have a wide range of professional contacts in both governmental and non-governmental organisations.
- I regularly give presentations and deliver training workshops.
- I have organised and facilitated many meetings, workshops and fora.
- I have significant experience of scientific paper and technical report writing (see overleaf for details).
- I have gained a great deal of experience of working with the media in my current job and from previous jobs, and have given numerous interviews on conservation issues – e.g. <http://www.theguardian.com/world/2009/jun/27/mozambique-conservation>
<http://www.theguardian.com/world/2008/feb/20/mozambique-conservation>
- I am a reviewer for the scientific journals *Biological Conservation*, *Agriculture, Ecosystems, and Environment*, and also for the *African Journal of Ecology*.
- I speak English, conversational Swahili and French. I am also learning Welsh.

Fundraising

- I have put together funding bids for a wide range of large and small conservation projects and have been successful in obtaining funding in most cases.
- I am currently working on a GEF-6 concept proposal for US\$6million linking the management of southern Malawi's Protected Area system.
- Examples of successful funding proposals I have written in the past include:
- US AID / US Forestry Services – US\$926,000 to extend the FFI Nimba Darwin Initiative project over 4 years
- Rapid Response Facility – \$25,282 to re-habilitate the guard offices of the Office Ivorien Parcs and Reserves for Mt. Nimba (Cote d'Ivoire)
- STEWARD - \$25,200 towards the production of a Collaborative Management Framework for the Nimba Mountains (Liberia, Cote d'Ivoire, Guinea)
- Darwin Initiative - £198,000 – 3 year programme assessing the biological status of northern Mozambique's high altitude mountains (Mozambique/Malawi)
- Earthwatch - £20,000 plus ongoing project support – Volunteer support to collect the data of the Mulanje Mountain Conservation Trust Ecological Monitoring Programme (Malawi)
- FINNIDA - £50,000 plus 5 yrs support – to undertake biodiversity surveys of the East Usambara mountains (Tanzania)
- Japanese Embassy - £80,000 – Equipment to support the biodiversity surveys of the East Usambara mountains (Tanzania)

AWARDS

2016	Visiting Professor – Oxford Brookes University
2009	Fellow of the Royal Entomological Society (FRES).
2009	Fellow of the Royal Geographical Society (FRGS).
2009	Associate Research Fellow of the African Butterfly Research Institute (ABRI) – Nairobi.
2006	Darwin Initiative Award 15/036 - Monitoring and managing biodiversity loss in south-east Africa's montane ecosystems.
1998	FFI Oryx 100% Fund – to undertake biodiversity surveys in Madagascan rainforest.
1997	Co-Operative Bank prize for Business and Ecology (Master's thesis).

SCIENTIFIC PAPERS

Curran, M., Kopp, M., **Bayliss, J.** & J. Fahr (*in review*) A new species of horseshoe bat (Chiroptera: Rhinolophidae) from Mount Namuli, Mozambique. *in review*

C.N. Spottiswoode, L.D.C. Fishpool, & **J.L. Bayliss (2016)** Birds and biogeography of Mount Mecula in Mozambique's Niassa National Reserve. *Ostrich* 3 (87): 281-284
<http://dx.doi.org/10.2989/00306525.2016.1206041>

Bayliss, J.L., Collins, S.C. & Congdon, T.C.E. (2016). A new species of *Iolais* Hübner. [1819] subgenus *Epamera* Druce, 1891 (Lepidoptera: Lycaenidae: Theclinae) from Mts Namuli and Mabu, Northern Mozambique. *Metamorphosis* 27: 23–30.

Willcock, S., Phillips, O. L., Platts, P. J., Swetnam, R. D., Balmford, A., Burgess, N. D., Ahrends, A., **Bayliss, J.**, Doggart, N., Doody, K., Fanning, E., Green, J. M. H., Hall, J., Howell, K. L., Lovett, J. C., Marchant, R., Marshall, A. R., Mbilinyi, B., Munishi, P. K. T., Owen, N., Topp-Jorgensen, E. J. and Lewis, S. L. (2016), Land cover change and carbon emissions over 100 years in an African biodiversity hotspot. *Glob Change Biol*, 22: 2787–2800. <http://dx.doi.org/10.1111/gcb.13218>

Taylor P.J., L.R. Richards, **J. Bayliss**, F.P.D. Cotterill (2015). Rediscovery of the Transvaal free-tailed bat *Tadarida ventralis africana* in South Africa, with an additional record of the Malagasy free-tailed bat *T. fulminans* from northern Mozambique. Durban Natural Science Museum. *Novitates* 38: 50-55.

Bayliss J., Timberlake, J., Branch, W., Bruessow C., Collins, S., Congdon, C., da Sousa, C., Herrmann, E., Dowsett R.J., Dowsett Lemaire F., Fishpool, L.D.C. Harris T., Georgiadis S., Liggitt B., Monadjem A., Patel I.H., Ribeiro D., Spottiswoode C.N., Taylor P., Willcock S., & P. Smith (2014) The Discovery, Biodiversity, and Conservation of Mabu forest – the largest mid-altitude rainforest in southern Africa. *Oryx* 48(2): 177–185. <http://dx.doi.org/10.1017/S0030605313000720>.

Bayliss J., Schaafsma M., Balmford A., Burgess N.D., Green J.M.H., Madoffe S.S., Okayasu S., Peh K S-H., Platts P.J., D.W. Yu (2014). The Current and Future Value of Nature-based Tourism in the Eastern Arc Mountains of Tanzania. *Ecosystem Services* 8 (2014) 75–83: <http://dx.doi.org/10.1016/j.ecoser.2014.02.006>.

Daniels, S., Phiri E., & **J. Bayliss (2014)**. Renewed sampling of inland aquatic habitats in southern Africa yield two novel freshwater crab species (Decapoda: Potamonautidae: Potamonautes). *Zoological Journal of the Linnean Society* 171: 356–369. <http://dx.doi.org/10.1111/zoj.12139>.

Branch, W.R., **Bayliss, J.** & Tolley, K.A. (2014) Pygmy chameleons of the *Rhampholeon platyceps* complex (Squamata: Chamaeleonidae): Description of four new species from isolated 'sky islands' of northern Mozambique. *Zootaxa* 3814 (1): 001–036. <http://dx.doi.org/10.11646/zootaxa.3814.1>.

Willcock S., Phillips O.L., Platts P.J., Balmford A., Burgess N.D., Lovett J.C., Ahrends A., **Bayliss J.**, Doggart N., Doody K., Fanning E., Green J.M., Hall J., Howell K.L., Marchant R., Marshall A.R., Mbilinyi B., Munishi P.K., Owen N., Swetnam R.D., Topp-Jorgensen E.J., Lewis S.L. (2014). Quantifying and

understanding carbon storage and sequestration within the Eastern Arc Mountains of Tanzania, a tropical biodiversity hotspot. *Carbon Balance and Management* 9:2. <http://dx.doi.org/10.1186/1750-0680-9-2>.

L. T. Ellis; **J. Bayliss**; M. A. Bruggeman-Nannenga; B. Cykowska; R. Ochrya; N. J. M. Gremmen; J-P. Frahm; T. A. Hedderson; P. Heras; V. M. Infante; V. Hugonnot; F. Mogro; V. Plášek; L. Číhal; J. Sawicki; A. Schäfer-Verwimp; A. Stebel; S. Ştefănuţ; J. Váňa; J-D. Yang; S-H. Lin (2014). Bryological Notes New national and regional bryophyte records 38. *Journal of Bryology* 36 (1), pp. 61-72. <http://dx.doi.org/10.1179/1743282013Y.0000000085>.

L T Ellis, S C Aranda, A K Asthana, P Bansal, V Nath, V Sahu, **J Bayliss**, G Asthana, S Srivastava, S Yadav, M Brugués, M J Cano, M V Dulin, E Fudali, E Fuertes, R Gabriel, F Pereira, J A F Silva, S R Gradstein, P Hájková, M Hájek, P Heras, M Infante, M Lebouvier, J Marka, K K Newsham, R Ochrya, J Pantović, M S Sabovljević, N Phephu, J van Rooy, D A Philippov, R D Porley, F Puche, A Schäfer-Verwimp, J G Segarra-Moragues, C Sérgio, V R Smith, S Ştefănuţ, J Váňa, M J Wigginton (2014). New national and regional bryophyte records, 37. *Journal of Bryology* 35 (4) pp. 290 – 305. <http://dx.doi.org/10.1179/1743282013Y.0000000064>.

Peh, K.S.-H., Balmford, A., Bradbury, R.B., Brown, C., Butchart, S.H.M., Hughes, F.M.R., Stattersfield, A., Thomas, D.H.L., Walpole, M., **Bayliss, J.**, Gowing, D., Jones, J.P.G., Lewis, S.L., Mulligan, M., Pandeya, B., Stratford, C., Thompson, J.R., Turner, K., Vira, B., Willcock, S., & J.C. Birch, (2013). TESSA: A toolkit for rapid assessment of ecosystem services at sites of biodiversity conservation importance. *Ecosystem Services* 5: 51-57. <http://dx.doi.org/10.1016/j.ecoser.2013.06.003>.

Congdon, T.C.E. & **Bayliss, J.L.** (2012). Butterflies of Mt Mecula and Mt Yao, Niassa Province, Northern Mozambique. *Metamorphosis* 23: 26–34.

Taylor P., Stoffberg S., Monadjem A., Schoeman M.C., **Bayliss J.**, & Cotterill F.P.D. (2012) Four new bat species (*Rhinolophus hildebrandtii* complex) reflect Plio-Pleistocene divergence of dwarfs and giants across an Afrotropical Archipelago. *PLoS ONE* 7(9): e41744. <http://dx.doi.org/10.1371/journal.pone.0041744>.

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Savel, D. & **J. Bayliss** (2012). Unexplored refugia of biodiversity: Mountainous regions in Mozambique and Malawi yield two novel freshwater crab species (Potamonautidae: Potamonautes). *Zoological Journal of the Linnean Society* 164: 498-509. <http://dx.doi.org/10.1111/j.1096-3642.2011.00773.x>.

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Monadjem, A., M.C. Schoeman, A. Reside, D. V. Pio, S. Stoffberg, **J. Bayliss**, F.P.D. (Woody) Cotterill, M. Curran, M. Kopp, & P. J. Taylor (2010) A recent inventory of the bats of Mozambique with documentation of seven new species for the country. *Acta Chiropterologica* 12(2): 371–391. <http://dx.doi.org/10.3161/150811010X537963>.

Branch, William R. & Tolley, Krystal A. (2010) A new species of chameleon (Sauria: Chamaeleonidae: Nadzikambia **baylissi**) from Mount Mabu, central Mozambique. *African Journal of Herpetology*, 59(2): 157-172. <http://dx.doi.org/10.1080/21564574.2010.516275>.

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Spottiswoode C. N., Patel I. H., Herrmann E., Timberlake, J. & **J. Bayliss** (2008). Threatened bird species on two little-known mountains (Mabu and Chiperone) in northern Mozambique. *Ostrich* 79 (1): 1-7. <http://dx.doi.org/10.2989/OSTRICH.2008.79.1.1.359>.

Nangoma, D. & **J.L. Bayliss** (2007). The first use of the MODIS Rapid Response (MRR) fires alert system on Mount Mulanje in Malawi. *Nyala* 24: 3-15.

Bayliss, J.L., Hecht, J., Makungwa, S., Nangoma, D., & Bruessow C. (2007). Saving the Island in the Sky: the plight of the Mount Mulanje cedar *Widdringtonia whytei* in Malawi. *Oryx* 41 (1): 64-69. <http://dx.doi.org/10.1017/S0030605307001548>.

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Bayliss, J.L., Simonite, V., Thompson, S. (2005). The use of probabilistic habitat suitability models for biodiversity action planning. *Agriculture, Ecosystems & Environment*, 108 (3): 228-250. <http://dx.doi.org/10.1016/j.agee.2005.02.008>.

Thompson, S., Hazel, A., Bailey, N., **Bayliss, J.** & Lee, J.T. (2004). Identifying potential breeding sites for the stone curlew (*Burhinus oedicnemus*) in the UK. *Journal for Nature Conservation*, 12, 229 - 235. <http://dx.doi.org/10.1016/j.jnc.2004.07.002>.

Bayliss, J., Helyar, A., Lee, J.T. Lee & Thompson, S. (2003). A multi-criteria targeting approach to neutral grassland conservation. *Journal of Environmental Management*, 67, 145 – 160. [http://dx.doi.org/10.1016/S030-4797\(02\)00202-5](http://dx.doi.org/10.1016/S030-4797(02)00202-5).

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Bayliss, J. Simonite V. and Thompson S. (2002). An innovative approach to multi-species avian conservation. Avian Landscape Ecology. Pure and Applied Issues in the Large-Scale Ecology of Birds. Proceedings of 2002 International Association of Landscape Ecology (IALE) conference

REPORTS

Bayliss J L, Spottiswoode C, Congdon T C E, Collins S C, Fishpool L, and Bayliss A. (2013) Unlocking Mts. Mecula and Yao's biological secrets - the missing biogeographical jigsaw pieces in the high altitude mountains of northern Mozambique. A report to National Geographic Grant #W229-12.

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Mozambique: Biodiversity and Conservation. Report produced under the Darwin Initiative Award 15/036. Royal Botanic Gardens, Kew, London. 114 p.

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Jonathan Timberlake, Francoise Dowsett Lemaire, **Julian Bayliss**, Tereza Alves, Susana Baena, Jorge Francisco, Tim Harris, Camila da Sousa (2009). The Biodiversity and Conservation of Mount Mabu, Mozambique. Darwin Initiative Project: Monitoring and Managing Biodiversity Loss in South-east Africa's Montane Ecosystems. DI No. 15/036.

Jonathan Timberlake, **Julian Bayliss**, Tereza Alves, Jorge Francisco, Tim Harris, David Nangoma and Camila da Sousa (2009). The Biodiversity and Conservation of Mchese Mountain, Malawi. Darwin Initiative Project: Monitoring and Managing Biodiversity Loss in South-east Africa's Montane Ecosystems. DI No. 15/036.

Jonathan Timberlake, Francoise Dowsett Lemaire, **Julian Bayliss**, Tereza Alves, Susana Baena, Jorge Francisco, Tim Harris, Camila da Sousa (2008). The Biodiversity and Conservation of Mount Namuli, Mozambique. Darwin Initiative Project: Monitoring and Managing Biodiversity Loss in South-east Africa's Montane Ecosystems. DI No. 15/036.

Jonathan Timberlake, **Julian Bayliss**, Tereza Alves, Susana Baena, Jorge Francisco, Tim Harris, Camila da Sousa (2007). The Biodiversity and Conservation of Mount Chipero, Mozambique. Darwin Initiative Project: Monitoring and Managing Biodiversity Loss in South-east Africa's Montane Ecosystems. DI No. 15/036.

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Bayliss, J & Hayes, B. (1999). The status and distribution of bats, primates, and butterflies from the Makira plateau, Madagascar. A report to the Fauna and Flora International (FFI) 100% fund, Cambridge, UK.

Cunneyworth, P., **Bayliss, J.**, and Stubblefield, L. (1996a). Magoroto Forest: A Biodiversity Survey. Tanzania. East Usambara Catchment Forest Project FINNIDA Technical Paper No. 30. Tanzania/Vanta.

Cunneyworth, P., **Bayliss, J.**, and Stubblefield, L. (1996b). Bamba Ridge Forest Reserve: A Biodiversity Survey, Tanzania. East Usambara Catchment Forest Project FINNIDA Technical Paper No. 31. Tanzania/Vanta.

Cunneyworth, P., **Bayliss, J.**, and Stubblefield, L. (1996c). Mlungui Proposed Forest Reserve: A Biodiversity Survey, Tanzania. East Usambara Catchment Forest Project FINNIDA Technical Paper No. 32. Tanzania/Vanta.