



## Dr. Eva M. Gross

Linking conservation and development

**Freelance consultant**

- ✓ Consultation on natural resource management
- ✓ Consultation on nature conservation projects
- ✓ Management of human-wildlife conflict
- ✓ Co-designing human-wildlife coexistence strategies
- ✓ Studies/surveys (social & natural science approaches)
- ✓ Project planning, monitoring and evaluation
- ✓ Conservation conflict mediation



### Summary

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Raised in Germany, Iran, Indonesia and Nepal I am a culturally sensitive professional who loves working interdisciplinary and internationally. During over 20 years of work experience in nature conservation NGOs, I have built up a solid conservation background and gained profound knowledge in project development, management, monitoring and evaluation.

I have spent 18 years involving local communities into nature conservation endeavours in African and Asian countries, using participatory and democratic approaches. My speciality is applying community-based methods to the management of human-wildlife conflicts (HWC) for coexistence and the development of alternative and sustainable livelihoods in rural and remote areas. In partnership with local NGOs, I co-designed a series of community-based conservation projects with the aim of benefitting both, people and wildlife. Experience in building up and managing collaborations with local partners, steering of project activities, and facilitation of interactive and productive meetings and workshops have added to my portfolio.

My analytical skills and conflict mediation experience help me to understand complex socio-ecological systems and subjects easily and to respond to them appropriately. Additionally, I am an enthusiastic and curious hands-on person, who likes exploring and relates easily with people I am working with. I am used to travelling in remote areas and difficult terrain.

***With my consultancy I am supporting teams, projects and institutions  
on their pathways to human-wildlife coexistence.***

Dr. Eva M. Gross

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## Work history

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- Since 10/18 **Freelance consultant** - conservation and development, Schriesheim, Germany  
Integrating human dimensions into biodiversity conservation.  
[www.eva-gross.com](http://www.eva-gross.com)
- WWF D **Rolling out the C2C approach** in the Congo Basin - Moving from conflict to coexistence with Forest elephants.
- WWF NL **Capacity building, process support and coaching** for the [C2C: Conflict to Coexistence approach](#) pilot projects in Tanzania, Mozambique, Rep. of Congo, Thailand and Bhutan.  
Conducting Training of Trainers for WWF network, Kenya
- KfW Ger. **Expert** contract for consultancy on HWC management and sustainable livelihood development in the SADC region.
- Noé France **Supporting** the development of a Human-Elephant Conflict management scheme for [Zah Soo NP in the Binder Léré Complex, Chad](#).
- WWF D **On-site training** on facilitation of multi-stakeholder based HWC management processes, C2C: Conflict to Coexistence approach in Ntokou-Pikounda National Park Republic of Congo.
- WWF NL **Process coordination and workshop facilitation** for HWC strategy development and revision of HWC management approach.
- LechtAlps **Contribution** to the Erasmus+ project “[New European training curricula for facilitating environmental conflicts](#)”.
- GIZ India **Development** of implementer’s toolkits for the [Indian National HWC Mitigation and action plan](#), alignment of state- and division-level plans under the Indo-German Project on HWC Mitigation.
- KfW Ger. **Consultancy** for the development of a guidance document for Environmental and Social Risk Assessment related to Human Wildlife Conflict/- Coexistence.
- KfW Ger. **Consultancy** for the development of a HWC management scheme of the Malawi- Zambia Transfrontier Conservation Area.
- WWF NL **Lead Author** of “[A Future for all: The Need for Human-Wildlife Coexistence](#)”, the global WWF/UNEP report.
- WWF D **Preparation** of a summary workshop report on Wildlife Crime in Europe in the framework of the Euro Large Carnivores project.
- WCS Moz **Consultancy** for the creation of a HWC mitigation/coexistence outline for NSR, (Niassa Special Reserve) Mozambique.
- GIZ India **Consultancy** on mitigation of human-wildlife conflicts in India. Support to the development of a National Strategy for HWC Mitigation as part of the Indo-German Biodiversity Programme.
- Anonymous Philantropy **Review and assessment** of humanitarian and development project proposals for African and Asian countries for a private philanthropist. Development of LogFrames, monitoring and evaluation strategy.
- Elmauer **Co-trainer** at the Life Euro Large Carnivore project on Communication for Institute Conflict resolution
- GIZ Germany **Review and analysis** of the current situation of [human-elephant conflicts](#) and the mitigation strategies used.
- FZS **Human-elephant conflict mitigation** trainings in three Game Management Zambia Areas adjacent to North Luangwa National Park, Zambia
- Aaranyak India **New strategies for a peaceful coexistence** with elephants in the Golagath district of Assam, India

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- 04/2008 – **Programme Director** at *Awely, des animaux et des hommes*, Orléans, France  
09/2018 Project development, planning, training, management, monitoring and evaluation of community-based projects in Africa and Asia, development of education tools. Local partner NGOs, with whom projects were implemented, in brackets:
- DR Congo:** Development of small scale livestock breeding and income generation activities with hunters and bushmeat sellers, as an alternative to hunting of endangered bonobos in remote areas of the Equateur Province (Groupe d'Appui à la Conservation des Ecosystèmes de Basankusu et Bolomba).
- Cameroon:** Conservation education for the protection of Western lowland gorillas, supported a school and community education in the vicinity of the Dja Reserve (Projet Grand Singes).
- Zambia:** Finding of farmer-based solutions for human-wildlife conflicts (especially with African elephants), development of a human-wildlife conflict assessment scheme and data analysis (Conservation South Luangwa, Conservation Lower Zambezi and Chipembele Wildlife Education Trust).
- Tanzania:** Implementation of a human-wildlife conflict assessment scheme and development of strategies to decrease crop damage by large herbivores and livestock damage by lions, leopards and hyenas with pastoralist Maasai communities (African People and Wildlife).
- India:** Development and implementation of the integrated Manas Tiger Conservation Project with focus on socio-economic surveys and participatory approaches to develop sustainable livelihoods and conservation education within a Bengal tiger conservation project in Assam (Aaranyak).
- Nepal:** Securing of a long-term coexistence of farmers and large herbivores (Asian elephants and Greater one-horned rhinos) as well as large predators (leopards and tigers) in the vicinity of national parks in the lowlands of Nepal, through education, sustainable livelihood development (e.g. fostering the cultivation of medicinal and aromatic crops) and other human-wildlife conflict mitigation strategies (National Trust for Nature Conservation).
- 04/2003 – **Project Manager** at *Frankfurt Zoological Society*, Frankfurt, Germany  
03/2008 Developing, conducting and managing conservation education projects in collaboration with Frankfurt Zoo: implementation of a volunteering system for conservation education, conception and implementation of events, and presentations on biodiversity conservation, development of mobile and interactive exhibits, website, fundraising, public relations.

## Education

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- 01/2011 – Post-graduate studies at the Faculty of Biological Sciences, *Goethe University*  
04/2018 *Frankfurt am Main*, Frankfurt, Germany on “Comparative analysis of human-wildlife conflicts in Asia and Africa” (PhD/Dr. rer. nat., *magna cum laude*)  
Supervisors: Prof. Dr. M. Niekisch, Jun. Prof. Dr. T. Müller
- 10/1995 – Study of Environmental Sciences (Diplom), *Leuphana University Lüneburg*,  
06/2002 Germany with focus on nature conservation, conservation education and communication.  
Thesis (Diplom): “Analysis of the economy of three forestry-concepts – regarding selected conifer-stocks in the forest holding of Uelzen”  
Supervisors: Prof. Dr. W. Härdtle, Prof. Dr. K. von Gadow

## Continuing education and training

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- 2023/2024 Training on mediation in nature conservation conflicts and participatory planning processes  
Certified conflict mediator with focus on environmental mediation
- 08/2018 Advanced Project Management. Two days course at Goethe Research Academy for Early Career Researchers by Dr. T. Teichler/Lead to Trust  
Focus on PM concepts like Waterfall, Agile approaches, SCRUM
- 06/2017 Successful negotiation: Harvard strategy. Two days course at Goethe Research Academy for Early Career Researchers by Dr. A. Topan  
Principles of the Harvard Concept, exploring interests, working towards win-win solutions
- 06/2016 How to conduct tricky talks constructively. Full day course at Goethe Research Academy for Early Career Researchers by M. Hubrath/Uni-Support  
Communication theory and training, relational dynamics, strategic negotiation
- 11/2008 Conservation and Conflict: An Experiential training in the Skills, Theory and Process Conservation professionals Need to Better Analyse and Address Conflict. Three days course by Francine Madden and Brian McQuinn (HWCC, today Centre for Conservation Peacebuilding), Washington

## Memberships

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- Since 2018 Independent reviewer for scientific journals (Wildlife Biology, Conservation Science and Practice, International Journal of Pest Management, Journal of Land Use Science etc.) and donor agencies (National Geographic Society)

## Publications (selection)

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- 2025 Cattoen EM, Zimmermann A, Bacher M, Hovardas T, von Korff Y, & Gross, EM (2025). Professional multiparty mediation is a key ingredient in human–wildlife–conflict management for coexistence. *Human Dimensions of Wildlife*, 1–7. DOI: 10.1080/10871209.2025.2503198
- 2024 Gross, EM, Jayasinghe N, Dahal S, Tenzin S, Klenzendorf S, Vannelli K, van Gils E, Hilderink-Koopmans F, McVey D, Banasiak N, Boron V, Frances D, Petrone S, Elliott W, Cranston K, Clemens K, Moore JF, Glikman JA, Kansky R, Kinnaird MF (2025). C2C—conflict to coexistence: A global approach to manage human–wildlife

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- conflict for coexistence. *Conservation Science and Practice*, 7(2), e13292. DOI: 10.1111/csp2.13292
- 2022 Gross EM, Pereira JG, Shaba T, Bilério S, Kumchedwa B, Lienenlücke S (2022) Exploring Routes to Coexistence: Developing and Testing a Human–Elephant Conflict-Management Framework for African Elephant-Range Countries. *Diversity* 14, 525. DOI: 10.3390/d14070525
- 2021 Gross EM, Jayasinghe N, Brooks A, Polet G, Wadhwa R, Hilderink-Koopmans F (2021) A Future for All: The Need for Human-Wildlife Coexistence (WWF, Gland, Switzerland).
- 2020 Gross EM, Lahkar BP, Subedi N, Nyirenda VR, Klebelsberg E, Jakoby O (2020) Elephants in the village: causes and consequences of property damage in Asia and Africa. *Conservation Science and Practice*. DOI: 10.1002/csp2.343
- 2019 Gross EM (2019) Tackling routes to coexistence. Human-elephant conflict in sub-Saharan Africa. Eschborn: GIZ Partnership against Poaching and Illegal Wildlife Trade, 86 p., DOI: 10.13140/RG.2.2.24301.33767
- Gross EM, Lahkar BP, Subedi N, Nyirenda VR, Lichtenfeld LL, Jakoby O (2019) Does traditional and advanced guarding reduce crop losses due to wildlife? A comparative analysis from Africa and Asia. *Journal of Nature Conservation* 50: doi j.jnc.2019.125712
- Gross EM (2019) Mit Chili auf Elefanten schießen. *Natur* 4/2019
- 2018 Gross EM (2018) Mit Chili-Kanonen gegen Elefanten. *Agrarheute* 7:108-111
- 2018 Gross EM, Lahkar BP, Subedi N, Nyirenda VR, Lichtenfeld LL, Jakoby O (2018) Seasonality, crop type and crop phenology influence crop damage by wildlife herbivores in Africa and Asia. *Biodiversity and Conservation* 27: 2029–2050
- 2017 Gross EM, Drouet-Hoguet N, Subedi N, Gross J (2017) The potential of medicinal and aromatic plants (MAPs) to reduce crop damages by Asian Elephants (*Elephas maximus*). *Crop Protection* 100:29-37
- 2016 Gross EM, McRobb R, Gross J (2016) Cultivating alternative crops reduces crop losses due to African elephants. *Journal of Pest Science* 89:497-506
- 2015 Sarma JK, Brahma N, Pathak JK, Das B, Gross EM, Lahkar BP, Ahmed MF (2015) Summary Report of the Socio-economic Assessment of the Fringe Villages of Manas National Park. Aaranyak, Guwahati, India, 30 p.

### **Presentations at conferences/commissions (selection)**

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- 2024 Gross EM, Kilasara D, Hilderink-Koopmans F (2024) C2C: Conflict to coexistence approach–integrated HWC management [oral presentation]. Pathways Europe, October 13-16, Córdoba, Spain
- 2023 Gross EM (2023) Does guarding reduce crop losses due to wildlife? A comparative analysis from Africa and Asia [oral presentation]. IUCN SSC International Conference on Human-Wildlife Conflict and Coexistence, March 30 – April 1, Oxford, UK
- 2022 Gross EM and Lienenlücke S. (2022) Exploring routes to coexistence: Lessons learned from living with wildlife in African elephant-range countries [oral presentation]. Pathways Conference Europe 2022: Sharing landscapes. October 20 – 21, Wageningen, The Netherlands

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- 2020 Gross EM (2020) Does guarding reduce crop losses due to wildlife? A comparative analysis from Africa and Asia [oral presentation]. Pathways Africa, February 16-19, Limuru, Kenya
- Gross EM (2020) Naturschutzkonflikte in Entwicklungs- und Schwellenländern: verstehen – verhindern – vermindern. Fachgespräch Biodiversität der KfW (Kreditanstalt für Wiederaufbau), Februar 04, Frankfurt, Germany
- 2019 Gross EM (2019) Wege zur friedlichen Koexistenz. Mensch-Elefant-Konflikte in Subsahara-Afrika. Expertenvortrag im Rahmen der Ressortrunde Partnerschaft gegen Wilderei und illegalen Wildtierhandel des BMU, BMZ und GIZ, September 12, Bonn, Germany
- 2018 Gross EM, Hofer H. (2018) Including communities in evidence-based conservation [Special session, chair and organisor]. Pathways Conference Europe 2018: Resurrecting the Wild!? September 16-19, Goslar, Germany
- Gross EM (2018) Changing perspectives: Using local knowledge for finding solutions to human-elephant conflicts in Zambia [oral presentation]. Pathways Conference Europe 2018: Resurrecting the Wild!? September 16-19, Goslar, Germany
- Gross EM (2018) Cultivation of medicinal and aromatic plants has potential to decrease human-elephant conflicts in Asia and Africa [oral presentation]. Pathways Africa, January 8-11, Windhoek, Namibia
- 2017 Gross EM, McRobb R, Drouet-Hoguet N, Subedi N, Gross J (2017) Cultivation of medicinal and aromatic plants has potential to decrease human-elephant conflicts [oral presentation]. International Congress for Conservation Biology (ICCB), July 23-27, Cartagena, Colombia
- Gross EM, Lahkar BP, Subedi N, Nyirenda VR, Lichtenfeld LL, Jakoby O (2017) Seasonality, crop type and crop phenology influence crop damages by wildlife herbivores in Africa and Asia [poster presentation]. International Congress for Conservation Biology (ICCB), July 23-27, Cartagena, Colombia
- 2016 Gross EM, McRobb R, Subedi N, Gross J (2016) Cultivating alternative crops reduces crop losses due to elephants [oral presentation]. 15<sup>th</sup> International Elephant & Rhino Conservation Research Symposium, November 14-18, Singapore
- 2007 Gross EM, Weiser M. (2007) Ambassadors for Conservation: A cooperation project of Frankfurt Zoological Society and Frankfurt Zoo [oral presentation]. EAZA Zoo Educators Conference, Partnership in Education for Sustainability, October 28-31, Budapest, Hungary

## Awards

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- 04/2015 Terre de Femmes International: Prix Mention Spéciale du Jury  
*Fondation Yves Rocher*, Paris, France
- 02/2015 Trophee de Femmes Germany: 1st national price  
*Fondation Yves Rocher*, Stuttgart, Germany

## Others

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**Languages:** German (native), English (fluent), French (intermediate)

**Computer Skills:** MS Office (incl. MS Access), R, Adobe Photoshop, etc.

**Interests:** Hiking, diving, photography, travelling

**Personal:** married, 2 daughters (born 2012)

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