KASPER AGGER

Environmental & Social Safeguards | Compliance & Audits | Rights-Based Conservation

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SUMMARY

Environmental and Social Safeguards (ESS) and Compliance specialist with 15+ years of international development experience, including a decade of progressive regional leadership across East, Central and West Africa. Proven track record directing the design and roll-out of social safeguard frameworks, Grievance Redress Mechanisms (GRMs), and Free, Prior, and Informed Consent (FPIC) processes in complex, conflict-affected landscapes. Skilled at bridging rigorous donor compliance (USAID, EU, KfW, World Bank) with field-level execution, safeguard audits, and risk-based due diligence. Combines rights-based conservation expertise with investigative rigour, having presented field evidence to the International Criminal Court (ICC) and briefed senior leadership at the US State Department, EU, and African Union.

CORE SKILLS & EXPERTISE

- **Safeguards & Compliance:** ESS framework design, independent safeguard audits & due diligence, internal risk assessments, GRM design & cross-border roll-out, FPIC process design & capacity building, donor compliance (USAID, EU, KfW, World Bank)
- **Programme & Grants Management:** full-cycle grantmaking and subaward compliance, KPI tracking, budget oversight, multi-million-dollar portfolio management for institutional and private donors
- **Conservation & Field Expertise:** rights-based & community-led conservation, protected area management, human-wildlife coexistence, illegal wildlife trade, transhumance risk mitigation
- **Leadership & Operations:** multi-country programme leadership, cross-cultural team supervision (10+ staff), multi-stakeholder mediation, operations in high-risk / conflict-affected landscapes
- **Research & Policy:** field investigation & conflict analysis, executive and donor policy briefing, published author
- **Systems & Tools:** KoboToolbox, Asana, CITI Certified in Social & Behavioral Research

PROFESSIONAL EXPERIENCE

Safeguards, Compliance & Field Research Consultant *May 2026 – Present*
Nexus Conservation · Copenhagen, Denmark / Nairobi, Kenya

- Deliver independent environmental and social safeguard audits and due diligence reviews for early-stage project pipelines and landscape designs, aligned with USAID, EU, KfW, and World Bank standards.
- Design, roll out, and monitor Grievance Redress Mechanisms (GRMs) and Free, Prior, and Informed Consent (FPIC) processes for conservation organisations and donor agencies.
- Field research and deep-analysis of resource and socioeconomic conflicts, translated into policy briefings for institutional donors and executive boards.

Regional Community and Safeguards Coordinator *Jun 2021 – Apr 2026*
Wildlife Conservation Society (WCS) · Nairobi & Kigali

- Provided strategic leadership and technical oversight for a multi-country conservation portfolio across Nigeria, Cameroon, Chad, and the Central African Republic, ensuring field implementation met global best practices and donor requirements.
- Led regional localisation of social safeguard frameworks and internal safeguards audits, integrating rights-based approaches into project design and SOPs.
- Directed the design, cross-border roll-out, and compliance monitoring of GRMs across multiple high-risk sites, including management of high-risk incidents.
- Spearheaded regional transhumance coordination and risk-mitigation strategy.
- Provided KPI tracking and performance oversight for multi-million-dollar institutional and private philanthropy portfolios (incl. Walton Foundation), aligning field data with donor reporting.

Community Conservation Coordinator *May 2019 – May 2021*
Wildlife Conservation Society (WCS) · Boma National Park, South Sudan

- Managed community conservation program activities and mediation in conflict-affected Boma National Park.
- Held full technical and compliance responsibility for a USAID-funded Livelihoods Small Grants Program, leading the grant lifecycle — solicitation, due diligence, pre-review, subaward compliance, and performance monitoring — for $60,000 subawards to local CSOs.

- Line-managed a team of 10 Community Conservation Assistants, strengthening local capacity and outreach in high-risk areas.
- Acting Boma Park Director for 9 months, with full responsibility for Park operations, security, logistics, and finance.

Special Projects Manager *May 2016 – Mar 2019*
African Parks · Chinko Nature Reserve, Central African Republic

- Served on the senior management team with primary responsibility for strategic planning, cross-departmental coordination, and organisational systems in a high-risk landscape.
- Authored successful grant applications and concept notes for institutional and private donors, including USAID, the EU, the Lion Recovery Fund, Segre, and WildCat.
- Managed reporting and regulatory compliance across special projects, including a UN arms import exemption, a $2M aircraft purchase, and a ranger training programme.

Field Researcher and Team Leader *Jan 2012 – May 2016*
The Enough Project · Kampala, Uganda

- Led field research and conflict analysis across CAR, DRC, South Sudan, and Uganda, documenting resource conflicts, human rights violations, and illicit supply chains, including illegal wildlife trade and poaching networks.
- Provided testimony under oath, with findings presented as evidence to the International Criminal Court (ICC).
- Lead author on high-profile reports and policy briefings for the EU, African Union, and US State Department.

Project Manager *Jun 2011 – Jan 2012*
Karen Blixen Group · Maasai Mara, Kenya

Scientific Officer, Climate Change *May 2008 – May 2010*
UNEP Risø / Copenhagen Climate Centre · Denmark

- Managed a portfolio of climate change mitigation and adaptation projects across Africa and the Caribbean; represented UNEP at UNFCCC COP negotiations.
- Designed Clean Development Mechanism (CDM) and REDD/REDD+ projects through the UNFCCC framework.

EDUCATION

- M.Sc., Development Economics and International Development — Roskilde University, Denmark (2005–2008)
- B.Sc., Social Sciences — Roskilde University, Denmark (2002–2006)

PROFESSIONAL AFFILIATIONS

Member, IUCN World Commission on Protected Areas (WCPA)

SELECTED PUBLICATIONS & MEDIA

- Technical Paper (2023): *Advancing Community-Led Conservation Through Social Safeguards*, (WCS).
- Op-ed (2016): *How to Stabilize the Central African Republic*, TIME Magazine.
- Report (2015): Warlord Business: CAR's Violent Arms Groups, The Enough Project.
- Report (2015): *Poachers Without Borders*, The Enough Project.
- Media Citation (2017): *African herders have been pushed into destitution and crime*, The Economist.
- Publication list: *https://enoughproject.org/author/kasper-agger*

LANGUAGES

Danish (Native) • English (Full Professional) • French (Intermediate)