

ASTGHİK MARKOSYAN (MCL, MS)

Human-Wildlife Conflict Research | Conservation Leader | Biodiversity Conservation | Program Head |

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EDUCATION

- PhD student: Environment and Resources

Nelson Institute for Environmental Studies, University of Wisconsin-Madison (UW) | Madison, WI, USA

2025 – Present
- Master’s degree: Conservation Leadership (CLTL)

Department of Human Dimensions on Natural Resources, Colorado State University (CSU) | Fort Collins, CO, USA

2022 – 2023
- English for Graduate Studies Program

College of Arts and Sciences, English Language Center, Drexel University | Philadelphia, PA, USA

2022
- Master of Science: Ecology and Bioresources Management

Department of Ecology and Nature Protection, Faculty of Biology, Yerevan State University (YSU) | Yerevan, Armenia

2018 – 2020
- Exchange: Conservation Biogeography, GIS, and Landscape Analysis

Department of Geography, Faculty of Mathematics and Science, Humboldt University of Berlin | Berlin, Germany

2018
- Bachelor of Science: Biology and Qualification of a Teacher

Department of Zoology, Faculty of Biology, Yerevan State University (YSU) | Yerevan, Armenia

2014 – 2018

PROFESSIONAL EXPERIENCE

Head of the Human-Wildlife Conflict Study Program, The German Nature Protection Union (NABU) | Yerevan, Armenia

04/2024 – 04/2025

I led the Human-Wildlife Conflict Study Program to mitigate conflicts through ecological and social research and community engagement.

- Developed and implemented research methodologies to study human-wildlife interactions and foster coexistence between people and wildlife.
- Collaborated with local communities, NGOs, government agencies, and international organizations to mitigate human-wildlife conflict.
- Secured funding and managed budgets for research projects and conservation initiatives.
- Provided training and capacity-building workshops for stakeholders and communities.

Skills: Program Leadership, Human-Wildlife Conflict Mitigation, Research, Community Engagement, Stakeholder Collaboration, Funding Acquisition, Budget Management, Training and Capacity Building

Coordinator / Research Assistant, Colorado State University (CSU) | Fort Collins, CO, USA

02/2023 – 12/2023

I coordinated successful virtual and in-person workshops for the Cultural Evolution in Natural Resource Management (CE-NRM) Applied Working Group. I facilitated collaboration among 30 global researchers and contributed to the workshop's success, addressing cultural evolution theory's application to natural resource management.

- Coordinated workshops, fostering collaboration among experts from the USA, UK, Australia, and Europe.
- Assisted in research of case studies on Cultures of Governance, Cultural Values Toward Wildlife, and Adaptive Harvest Management, involving esteemed project leads.
- Provided logistical support to ensure seamless organization of workshops and assistance to all participants.
- Contributed to an integrative and inclusive approach to sustainable natural resource management, emphasizing diversity in cultural perspectives.

Skills: Project Coordination, Collaboration, Logistical Management, Event Planning, Facilitation, Diversity and Inclusion, Indigenous Knowledge

I conducted a comprehensive biodiversity assessment of the San Juan Mountains and Gunnison Basin landscapes. Applying TWS GIS and diverse data resources, including federal, state, and collaborative partner data, I identified and documented crucial species and habitats, assessed threats, and presented conservation recommendations to TWS.

- Identified and documented 140 vulnerable, threatened, and endangered species, species of conservation significance, species culturally valued by tribes, priority habitats, and focal geographic zones requiring heightened focus within the landscapes, assessing their local, national, and global status, threats, and conservation recommendations.
- Formulated a comprehensive report detailing the findings of the biodiversity assessment, providing a valuable resource for conservation planning.
- Presented conservation recommendations to TWS, that contributing to informed decision-making for future initiatives.
- Conducted outreach activities targeting conservation entities, agencies, local officials, and public lands partners, facilitating input collection and prioritization understanding.

Skills: Biodiversity Assessment and Evaluation, Ecological Connectivity, GIS, Literature Review and Research, Data Analysis, Conservation Recommendations, Report Writing, Outreach and Engagement, Stakeholder Collaboration, Climate Resilience

Human-Wildlife Conflict Expert, Federal Ministry of Economic Cooperation and Development (Germany) and NABU | Yerevan, Armenia

01/2020 – 06/2022

I provided specialized expertise within the "Development of Organic Farming as a Contribution to the Protection of Biodiversity and Poverty Alleviation in Armenia" program. My role involved identifying primary species involved in human-wildlife conflict, assessing the extent of damage, and collecting social science data on human-wildlife conflict in various regions through interviews with local communities.

- Recommended mitigation strategies for human-wildlife conflict based on best practices and localized issues, contributing to successfully implementing pilot projects in collaboration with local communities.
- Conducted training sessions to enhance conflict resolution capabilities within communities, empowering them to manage human-wildlife conflicts proactively.
- Provided support for more than 80 stakeholders through small grants to implement mitigation measures, positively impacting the resolution of human-wildlife conflict.
- Expanded the project's reach from an initial three provinces to include an additional province, securing additional funding and broadening the program's impact.

Skills: HWC Management, Data Collection and Analysis, Mitigation Strategy Development, Community Collaboration, Training and Capacity Building, Stakeholder Engagement, Fundraising, Program Evaluation, GIS, R

Project Manager/Biologist, The German Nature Protection Union (NABU) | Yerevan, Armenia

05/2019 – 06/2022

I undertook diverse responsibilities to advance conservation efforts, leading impactful projects and fostering community engagement. I led multifaceted conservation initiatives, emphasizing research-based solutions, sustainable practices, and community engagement to foster long-term environmental impact.

- Coordinated the "Human-Wildlife Conflict" project, ensuring seamless implementation and impactful outcomes through social science and conservation research, working closely with stakeholders.
- Managed various conservation projects, including installing dozens of photo traps, monitoring birds, and conducting biodiversity research. Contributed valuable data for informed decision-making and evidence-based solutions, emphasizing community science.
- Led initiatives such as "Development of Organic Agriculture in Armenia" and "Development of Rural Tourism in Armenia," successfully driving sustainable practices and community engagement. Managed small grant projects, collaborating with over 200 stakeholders and grantees, providing recommendations and support.
- Established effective communication and collaboration channels with stakeholders, agencies, and conservation initiatives, fostering productive partnerships and engaging local communities through community-oriented strategies, organizing events, festivals, trainings, workshops, listening sessions, and conferences.

Skills: Leadership, Project Coordination and Management, Grant Management, Conservation Research, Social Science Research, Stakeholder Engagement and Communication, Community Science, Event Planning and Organization, Photo Trap Installation and Monitoring, Budget Planning

Manager, Synergy Europe LLC | Yerevan, Armenia

09/2015 – 09/2020

I led projects with a workforce of over 50 people, ensuring seamless collaboration, efficient task delegation, and adept job management. I have successfully implemented training programs to enhance team capabilities and optimize project performance.

Skills: Project Management, Team Collaboration, Task Delegation, Training Program Implementation

Biologist, Foundation for the Preservation of Wildlife and Cultural Assets (FPWC) | Yerevan, Armenia 03/2019 – 05/2019

I specialized in developing and executing eco-educational programs to promote environmental awareness and education. Additionally, I led bird study programs, fostering an in-depth understanding of local avian ecosystems.

Skills: Eco-Educational Program Development, Environmental Awareness, Bird Study Facilitation, Avian Ecosystem Understanding

Research Intern, World Wide Fund for Nature (WWF) | Yerevan, Armenia 05/2016 – 10/2018

I ensured effective implementation of the "Conservation of Leopard in the Southern Caucasus" project by installing photo-traps for rare and endangered species detection, collecting and processing data for ecosystem understanding, and conducting biodiversity studies in Armenian protected areas. Additionally, I developed monitoring programs, improving the effectiveness of conservation initiatives.

Skills: Photo-Trap Installation, Data Collection and Processing, Biodiversity Studies, Monitoring Program Development, Field Work

TEACHING EXPERIENCE

Teaching Assistant | EnvirSt 413: Preserving Nature Spring 2026

Teaching Assistant | EnvirSt 112: Environmental Studies: Social Science Perspectives Fall 2025

SCHOLARSHIPS & GRANTS

Rising Wildlife Leader Award | Wildlife Conservation Network (WCN) 2025 - Ongoing

AGBU US Graduate Scholarship | Armenian General Benevolent Union (AGBU) 2025

Edmund S. Muskie Professional Fellowship | U.S. Department of State 2023

Graduate School Program Scholarship | Colorado State University (CSU) 2022 – 2023

International Tuition Remission Fellowship | Colorado State University (CSU) 2022

English for Graduate Studies Program Grant | U.S. Department of State, Bureau of Education and Cultural Affairs 2022

Fulbright Foreign Student Program Grant | Foreign Fulbright Armenia – Hovnanian Foundation 2022 - 2023

ERASMUS+ International Mobility with Partner Countries Grant | Erasmus+ International (KA107) 2018 – 2019
and European University Cooperation

CONFERENCES & PRESENTATIONS

Invited Lecture: Wolves and Society 11/10/2025

EnvirSt 112: Environmental Studies: Social Science Perspectives, University of Wisconsin–Madison | Madison, WI, USA

Monitoring Brown Bear Activity in Conflict-Prone Villages in Armenia 10/5-9/2025

7th International Human-Bear Conflicts Workshop | Kalispell, MT, USA

Invited Keynote Speaker: Applications of Artificial Intelligence in Biodiversity 09/25/2025

AI4Biodiversity: AI Solutions for Nature Hackathon | Online

Human-Wildlife Conflict in the Shirak Region, Armenia: A Baseline Study for Understanding Conflict 05/5-8/2025

International Conference on Biodiversity, Conservation, and Climate Change | Yerevan, Armenia

CERTIFICATIONS

The Discussion Project | University of Wisconsin-Madison, School of Education 01/2026

Statistical Analysis for Field Biologists | Scientific Center of Zoology and Hydroecology NAS RA 02/2025

AFS Global Competence Certificate | AFS Intercultural Programs 07/2023

Project Management for Wildlife Conservation | WildTeam UK 03/2023

Crucial Conversations | Cultural Operating System, Colorado State University (CSU) 03/2023

Open Standards for the Practice of Conservation | The Nature Conservancy (TNC) 09/2022

WORKING GROUPS & COMMITTEES

Working Group Core Group Member: *Working Group for Human-Wildlife Conflict Indicator Development* 2023 – 2025
IUCN SSC Human-Wildlife Conflict & Coexistence Specialist Group (HWCCSG)

Working Group Member: *Cultural Evolution in Natural Resource Management (CE-NRM) Applied Working Group* 2023
Colorado State University (CSU), Cultural Evolution Society Transformation Fund, John Templeton Foundation, Durham University

Leadership Team Member: *CO Wolverine Reintroduction Coalition Science Working Group* 2023 – 2025
Rocky Mountain Wild (RMW), Denver Zoo

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Rocky Mountain Wild (RMW), Denver Zoo

LANGUAGES

- *English*
- *Armenian*
- *Russian*