



**INTERNATIONAL
RANGER
FEDERATION**

**Professionalization of the
Protected Area Workforce in
support of Target 3**

**Jonathan Churcher & Mónica Álvarez
HAC Virtual Fair, April 30th 2026**



Who are rangers?

The International Ranger Federation recognises Rangers and protected and conserved area workers whether state, regional, communal, indigenous, or private, as essential on-the-ground planetary health professionals, that are responsible for:

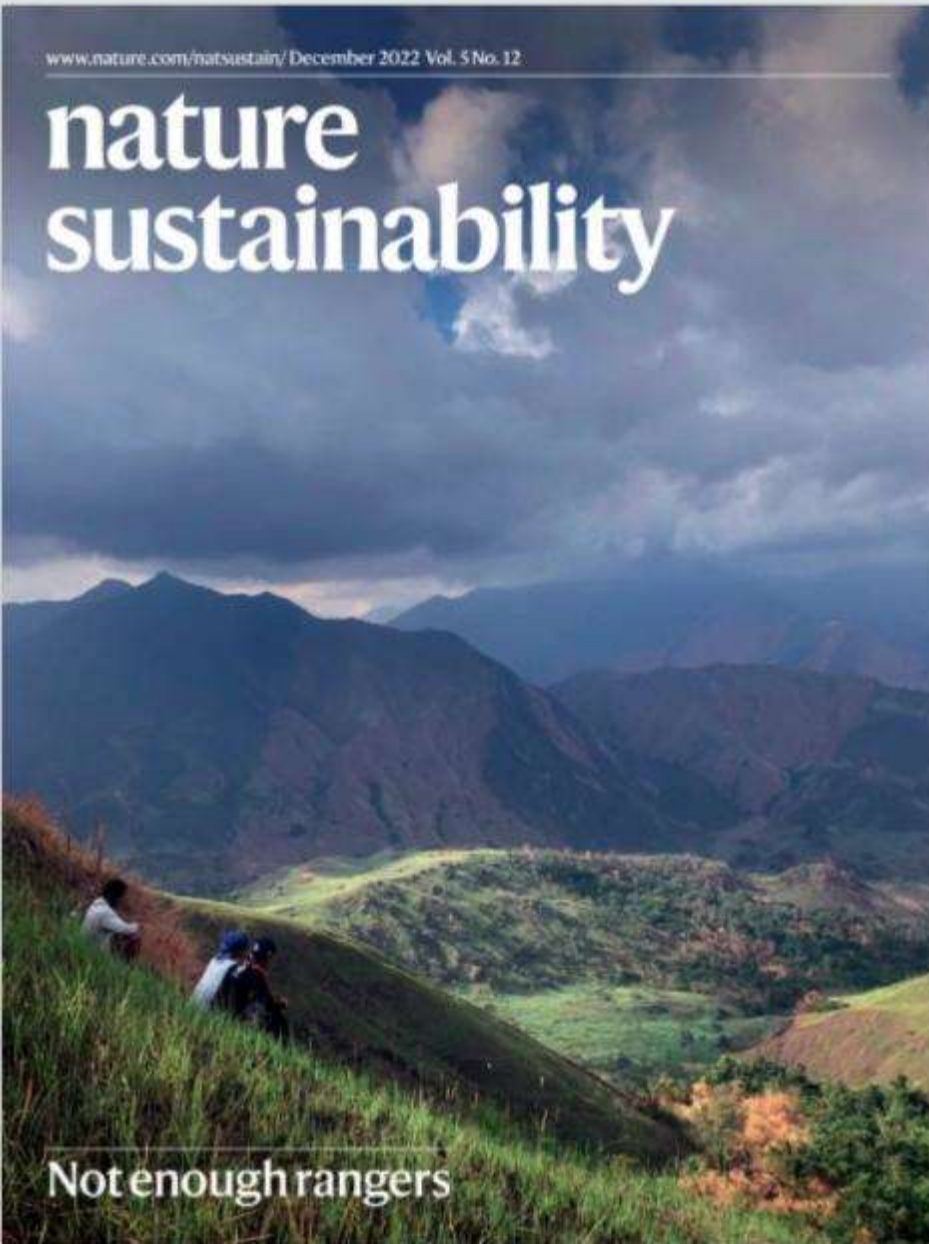
- I. safeguarding nature,
- II. cultural and
- III. historical heritage,
- IV. protecting the rights and well-being of present and future generations.



INTERNATIONAL
RANGER
FEDERATION



How many rangers (terrestrial)



- Currently: 286,000
- Needed now: 800,000
- Needed for 30 x 30:
- **1.5 million**
- Rangers or ranger equivalents

The International Ranger Federation



INTERNATIONAL
RANGER
FEDERATION

Mission

To develop, advance and promote throughout the world community, the Ranger profession and its critical role in the conservation of natural and cultural resources.

Vision

The International Ranger Federation (IRF) envisions by 2030, a world where rangers are recognised, valued, respected, and supported as key guardians of our planet's natural and cultural heritage



Rangers for 30 by 30 Framework





INTERNATIONAL
RANGER
FEDERATION



IRF URSA RANGER ASSURANCE CHECKLIST

TEN QUESTIONS TO ASK

WORKFORCE

QUESTION

ARE THERE SUFFICIENT RANGERS FOR THE TASKS ASSIGNED TO THEM?

IS THE RANGER WORKFORCE AS REPRESENTATIVE AND DIVERSE AS IT COULD BE?

CONDITIONS

QUESTION

DO THE RANGERS HAVE ADEQUATE EQUIPMENT AND INFRASTRUCTURE TO DO THEIR JOBS?

DO RANGERS HAVE ACCESS TO ADEQUATE INSURANCE, AND HEALTHCARE?

ARE RANGERS FAIRLY AND ADEQUATELY CONTRACTED, PAID AND REIMBURSED?

CONDUCT

QUESTION

DO RANGERS HAVE A CODE OF CONDUCT THAT GUIDES THEIR WORK?

WHAT IS THE RELATIONSHIP BETWEEN RANGERS AND LOCAL COMMUNITIES?

ARE ADEQUATE MEASURES IN PLACE FOR SAFEGUARDING HUMAN AND INDIGENOUS RIGHTS?

COMPETENCE

QUESTION

ARE THE SKILLS AND COMPETENCES REQUIRED BY THE RANGERS CLEARLY DEFINED?

ARE RANGERS ADEQUATELY TRAINED AND IS THERE FOLLOW-UP TRAINING AND CAPACITY BUILDING FOR THEM?



Change at the national and agency level



RANGER
survey



EMPLOYER
survey

