

Tyler Nuckols

Conservation Social Scientist | Social Safeguards, GEDSI, and Monitoring, Evaluation, and Learning

Bangkok, Thailand (Thai marriage visa; no relocation required) | US citizen

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PROFESSIONAL SUMMARY

Conservation social scientist with a decade in conservation and development across Southeast Asia and North America. At ZSL Thailand (2025 to 2026) led implementation of the FAIRER-GEDSI safeguards framework across 369 farmers in 17 buffer-zone communities and designed FPIC and grievance procedures under IFC Performance Standards and the World Bank ESF. At Bring the Elephant Home (2022 to 2025) built the MEAL system under the CMP Open Standards and ran three years of embedded research with farming households beside Kuiburi National Park: 40 interviews, a 248-household survey, and a 20-site camera-trap study. Proposal and reporting experience with Darwin Initiative, UK PACT, EU SWITCH-Asia, and USFWS. PhD candidate in Environmental Studies, University of Colorado Boulder; conversational Thai.

CORE COMPETENCIES

Social safeguards and GEDSI: FPIC process design; grievance redress and benefit-sharing mechanisms; vulnerability mapping; social risk assessment; FAIRER-GEDSI implementation; IFC Performance Standards and World Bank ESF (used in practice); GCF and UN-REDD safeguards (Cancun safeguards, SIS, ART-TREES 3.0; studied 2026).

Monitoring, evaluation, and learning: MEAL system design under the CMP Open Standards; Theory of Change; logframes; results-based management; disaggregated indicators (A-WEAI); adaptive management; utilization-focused evaluation.

Research and analysis: Participatory action research; household survey design; semi-structured interviews and qualitative coding (NVivo); R and Python; QGIS; agent-based modeling; camera-trap study design.

Program and grant management: Donor reporting (USFWS, Darwin Initiative, UK PACT); proposal development (EU SWITCH-Asia, GIZ IKI, CFLI, UNDP); coordination with community, NGO, and government partners; supervision of field research staff.

PROFESSIONAL EXPERIENCE

Independent Consultant

February 2026 to present

Ground Truth Advisory, Bangkok

- Independent conservation social science practice (FPIC, GEDSI, MEL, social safeguards) and the contracting name for individual consultancies.

Consultant, Social Safeguards and Sustainable Agriculture (part-time)

October 2025 to June 2026

Zoological Society of London (ZSL Thailand), Kanchanaburi, Thailand

- Led implementation of ZSL's FAIRER-GEDSI framework across the Thailand program: staff training, protocols, vulnerability mapping, benefit-sharing design, FPIC and grievance procedures, and a bilingual baseline survey of 369 farmers in 17 buffer-zone communities with disaggregated indicators (A-WEAI).
- Lead drafter of the EUR 2.5M SWITCH-Asia concept note (shade-grown coffee and cacao for human-elephant coexistence; 48 months; ZSL with Kasetsart University and Raks Thai Foundation); submitted December 2025, not funded.
- Wrote the integrated agroforestry and safeguards work plan for the Darwin Initiative human-elephant coexistence program, with KPIs aligned to donor reporting.
- Co-authored the UK PACT synthesis report on gender equality and social inclusion in Thai agriculture and aquaculture, and a GEDSI analysis of Thai financial institutions.
- Contributed to GIZ IKI, CFLI, and UNDP proposals and a WWF Nature-based Solutions Accelerator case study.

Research and Programs Manager

December 2022 to December 2025

Bring the Elephant Home, Kuiburi, Prachuap Khiri Khan, Thailand

- Designed and ran the organization's MEAL system under the IUCN/CMP Open Standards: results frameworks, indicators, baseline-target logic, verification protocols, and quarterly adaptive management reviews with staff, researchers, community members, and Department of National Parks officials.
- When early survey data showed the lemongrass livelihood project was missing the households hit hardest by crop raiding, restructured targeting criteria and eligibility before the next cycle.
- Led three years of embedded research with farming households beside Kuiburi National Park: 40 semi-structured interviews, a 248-household vulnerability survey (November 2024), and a camera-trap study across 20 farm sites (40 units, 325 study nights, no equipment losses).

- Prepared quarterly reports and second-cycle fundraising for the Thailand component (USD 191,810, 2022 to 2024; USD 223,490, 2024 to 2027) of a USFWS Asian Elephant Conservation Fund project led by Trunks & Leaves; led the qualitative research component (with A. Pisanwanich).
 - Principal investigator on a beehive-fence elephant deterrent trial; reported the null result in full.
 - Raised the Kor Tor Chor land-tenure eligibility barrier, with household cases, at the design meeting convened by ZSL for a crop-insurance scheme (ZSL, Department of National Parks, insurers); the cases fed into the proposal now before DNP.
 - Supervised two research assistants; mentored a Thai research assistant into co-authorship on two manuscripts.
- Graduate Research Assistant, Climate Adaptation, Equity and Evaluation** 2022 to 2023
The Nature Conservancy and University of Colorado Boulder, Boulder, Colorado
- Interviews, transcription, and qualitative coding on the equity of flood buyout programs in New York State; co-author on two resulting papers (PLOS Climate; Global Environmental Change).
- Digital Organizer and Content Producer (consultancy)** February 2021 to August 2021
The Wilderness Society, Denver, Colorado
- Organizing campaigns, activist database, and outreach materials for the energy and climate team.
- Project Manager, Global Mapping and Strategic Outreach** August 2019 to February 2021
Colorado State University, Office of the Vice President for Research, Fort Collins, Colorado
- Annual work plan, budget formulation and reporting (USD 150,000 annual budget), and the geospatial story-map partnership with CSU's Geospatial Centroid.
- Digital Communications Coordinator** April 2018 to August 2019
Conservation Colorado, Denver, Colorado
- Managed web strategy; implemented the organization's website redesign and campaign microsites; designed annual reports, story maps, email, and social media content.
- Ecotourism, Communications and Livelihoods Manager** January 2016 to February 2018
Elephant Valley Project, Monduliri, Cambodia
- Managed operations, staffing, budgeting, and marketing for the responsible tourism center; built livelihood projects with Bunong communities; ran donor communications and the fundraising database.

TEACHING

- Instructor of Record (Graduate Part-Time Instructor)** August 2023 to present
University of Colorado Boulder (remote)
- ENVS 3102 Human-Wildlife Interactions and ENVS 3034 Environmental Justice in Conservation; full curriculum design; four sections per year. Excellence in Teaching Award and Best Should Teach Award (2023).
 - Designed Environmental Justice in Conservation: From Principles to Practice, an online course for the Center for Wildlife Studies, and a seven-week Thailand field program for Wildlands Studies (Fall 2026 run cancelled for low enrollment).

EDUCATION

- PhD, Environmental Studies, University of Colorado Boulder** 2021 to present; defense expected May 2027
Dissertation: Environmental Justice, Resilience, and Vulnerability in Human-Wildlife Conflict. Advisor: Dr. Karen Bailey.
- MS, Global Conservation Leadership, Colorado State University** 2021
- BS, Recreation, Park, and Tourism Sciences, Texas A&M University** 2014

PUBLICATIONS

Peer-reviewed, published

1. Walker, S.E., Bennett, N., Smith, E.A., Nuckols, T., Narayana, A., Lee, J., et al. (2024). Unintended consequences of nature-based solutions: Social equity and flood buyouts. *PLOS Climate*, 3(7), e0000328. <https://doi.org/10.1371/journal.pclm.0000328>
2. Walker, S.E., Smith, E.A., Bennett, N., Bannister, E., Narayana, A., Nuckols, T., & Bailey, K.M. (2024). Defining and conceptualizing equity and justice in climate adaptation. *Global Environmental Change*, 87, 102885. <https://doi.org/10.1016/j.gloenvcha.2024.102885>

Under review or in revision

1. Nuckols, T., Pisanwanich, A., van de Water, A., English, M., & Bailey, K. Imposed coexistence: A multidimensional environmental justice analysis of human-elephant conflict in Kuiburi, Thailand. *People and Nature* (under review).

2. Nuckols, T., Pisanwanich, A., Owen, A., van de Water, A., English, M., de Silva, S., & Bailey, K. The roll-pole: A freestanding camera trap mount for megafauna monitoring in active agricultural fields. *Wildlife Society Bulletin* (in revision).
3. Crouthers, R., & Nuckols, T. Environmental justice considerations in human-elephant conflict and coexistence. In IUCN SSC Asian Elephant Specialist Group & IUCN SSC Human-Wildlife Conflict and Coexistence Specialist Group, *Guidelines for Human-Elephant Conflict in Asia* (submitted).
4. van de Water, A., et al. (Nuckols, T., co-author). Pluralism, not polarity: Conservation philosophies within human-elephant landscapes. *npj Biodiversity* (in revision).

SELECTED PRESENTATIONS

1. Nuckols, T. (2027, 2 to 4 March). Imposed coexistence: Who sets the terms of living with elephants at Kuiburi, Thailand. Invited talk, symposium convened by the IUCN SSC Behaviour Change Task Force, 2nd International Conference on Human-Wildlife Conflict and Coexistence, Bangkok.
2. Nuckols, T. (2025, June). What is "fair" in human-elephant conflict? Understanding local community experiences, monitoring mitigation, and finding solutions through environmental justice. Oral presentation, 32nd International Congress for Conservation Biology, Brisbane, Australia.
3. Nuckols, T. (2024, November). Just coexistence? Navigating human-elephant interactions in Kuiburi, Thailand, through environmental justice. Society for Conservation Biology Social Science Working Group Conference (virtual).

LANGUAGES

English (native); Thai (conversational; field research proficiency); Spanish (basic).

AFFILIATIONS AND CERTIFICATIONS

- The Explorers Club (member, inducted 2025)
- Society for Conservation Biology (Social Science Working Group; DEIJ Committee)
- The Wildlife Society (Human Dimensions Working Group)
- National Research Council of Thailand (registered foreign researcher)
- Institute of Behavioral Science, University of Colorado Boulder
- Certificate in College Teaching, University of Colorado Boulder (2023)
- Open Standards for the Practice of Conservation, The Nature Conservancy (2021)
- Conflict Management in Practice, Colorado State University (2021)