



**Founder of Ground Truth Advisory** (gtadv.org), a social safeguards consultancy serving conservation organizations on FPIC, GEDSI, MEAL integration, and capacity building.

## Education

### Ph.D. in Environmental Studies

*The University of Colorado, USA (2021 - 2026)*

Dissertation: Environmental Justice, Resilience, and Vulnerability in Human-Elephant Conflict

### M.S. in Global Conservation Leadership

*Colorado State University (2019 - 2021)*

Thesis: Systematic Review of Representation, Resources, and Recognition in Global Human-Wildlife Conflicts

### B.S. Recreation, Park, and Tourism Sciences

*Texas A&M University (2010 - 2014)*

## Publications

Walker, S. E., Bennett, N., Smith, E. A., Nuckols, T., Narayana, A., Lee, J., & Bailey, K. M. (2024). Unintended consequences of nature-based solutions: Social equity and flood buyouts. *PLOS Climate*, 3(7), e0000328.

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

# Tyler Nuckols

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## About Me

Conservation program manager and applied researcher with 12 years leading multi-stakeholder initiatives across Southeast Asia and North America. I have spent five years designing and managing MERL systems for adaptive, multi-site programs, and I am published on social equity in conservation and climate adaptation finance. My current work focuses on GEDSI framework integration, FPIC process design, and utilization-focused evaluation.

## Skills & Expertise

### MERL & Research

- Results framework design and utilization-focused evaluation
- Mixed-methods research (quantitative and qualitative)
- Data visualization and dashboard development
- Most Significant Change methodology

### Safeguards & GEDSI

- GEDSI framework integration (FAIRER-GEDSI)
- FPIC process design
- Social safeguards and grievance redress

### Program Management

- Multi-stakeholder program coordination
- Donor compliance and reporting
- Grant writing and fundraising
- Budget management

### Training & Engagement

- Training, facilitation, and participatory learning
- Cross-cultural engagement
- Community-based conservation

### Languages

- English (Native Speaker)
- Thai (Basic Proficiency)
- Spanish (Basic Proficiency)

## Experience

### Safeguards & Agroforestry Consultant

*ZSL Thailand (2025 - Present)*

- Develop integrated agroforestry work plan for nature-based solutions
- Build FAIRER-GEDSI framework integration for conservation programs
- Design social safeguards integrated with ecological outcomes tracking
- Design FPIC processes and grievance mechanisms for agroforestry
- Support the development of conservation finance mechanisms

### Research & Programs Manager

*Bring The Elephant Home, Thailand (2022 - 2025)*

- Lead three multi-year conservation research projects
- Designed MEAL systems aligned with IUCN & Open Standards
- Secured multi-year funding for research and conservation programs
- Managed donor compliance, reporting, and coordination

### University Instructor

*The University of Colorado, USA (2021 - Present)*

- Design and teach undergraduate courses on environmental studies
- Develop original online curricula, assessments, and content
- Mentor and support students in career and research pursuits

### Researcher

*The Nature Conservancy, USA (2022 - 2023)*

- Analyzed flood buyout and adaptation programs
- Co-authored publications on justice gaps in climate adaptation finance
- Co-developed toolkit for environmental justice program evaluation

### Research Lead

*HECTAAR Group, Thailand (2021 - 2023)*

- Led mixed-methods research on human-elephant conflict
- Deployed surveys, interviews, and camera trapping methods
- Produced recommendations adopted by conservation stakeholders

### Project Manager

*Colorado State University, USA (2019 - 2021)*

- Led operations for university initiative showcasing global partnerships
- Managed \$150,000 annual budget for stakeholder engagement
- Produced geospatial partnership visualization and database