

## Supporting Information

Kuiper et al. 2020. *People and Nature*. Wildlife ranger culture and engagement with monitoring

### Appendix 1: Interview guide for Park rangers

MIKE: Monitoring the Illegal Killing of Elephants

#### Checkbox of topics

- General duties job satisfaction and duties as a ranger
- Involvement in and experiences of data collection (focussed on MIKE data)
- Involvement in data entry, management and analysis
- Awareness of purpose and use of monitoring data (focussed on MIKE data)

#### Protocol before interview

- Mention I have spoken to their senior managers and this work has been approved.
- Explain my goal: to learn from you and hear your opinions, no right or wrong answers.
- I am not from CITES or MIKE, I am a university student.
- **Prior and Informed Consent Process** (their managers will have shared the participant information sheet with them). Go over the study information and describe confidentiality, anonymity, and how data will be used. Ask if they have any questions or concerns. Ask them to sign the consent form.

#### General duties and job satisfaction

1. How long have you been working as a ranger in Zimbabwe and how long have you been working at this site?
2. Could you tell me about your duties as a ranger, what are the different activities you are involved in?
  - *Prompt: patrols, general monitoring, maintenance, manning stations, anti-poaching, wood collection, slashing?*
3. What do you like about being a ranger? What are the positives?
  - *Prompt: What parts of the job do you enjoy the most?*
4. What do you not like about being a ranger? What are the main challenges and difficulties you face as a ranger?
  - *Prompt: Have you ever faced a life-threatening situation as a ranger?*
  - *Prompt: What is it like living far from family?*
  - *Prompt: Do you feel you have the equipment you need to do your job?*

#### Patrols

5. Could you tell me a bit more about patrols? What is the purpose of patrols? What are the different kinds of patrols you are involved in?
  - *Prompt: Strategic and intelligence led anti-poaching, daily local patrols, extended patrols to widen coverage and general monitoring.*

- *Prompt: How much time do you spend on patrol versus other activities and duties?*
6. How frequently do you patrol? How much time do you spend on each type of patrol?
  7. Could you tell me about a recent patrol (NB to get a tangible story).
    - purpose/type, brief details, method of deployment
    - length, number rangers, equipment
    - area covered, patrol bases or sub-stations
    - info recorded and how, communication with camp method and frequency

#### Involvement in and experiences of MIKE data collection

8. What kind of information do you collect on patrol?
9. Have you heard of the MIKE programme – MIKE? Do you know what it stands for? [Assure them it is ok if you don't].
10. Does your job as a ranger involve finding and reporting on elephant carcasses?
  - *Prompt: Have you yourself ever been on a patrol during which a carcass was detected?*
  - *Prompt: How many times have you been on a patrol that found an elephant carcass? What proportion of all patrols?*
11. How do you manage to fit in monitoring of elephant carcasses with your other duties?
  - *Prompt: Would you say that monitoring carcasses is a big or small part of your job?*
  - *Prompt: Is collecting information on elephant carcasses a burden or does it support your other work?*
12. Could you describe the last time you found an elephant carcass on patrol?
  - *What type of patrol were you on? General or intelligence-led?*
  - *How did you detect the carcass?*
  - *What did you do once you found the carcass? What information did you record?*
  - *How did you determine cause of death?*
  - *Did you report the details? How?*
13. How do you normally find elephant carcasses?
  - *Prompt: Do you come across carcasses randomly on routine patrols?*
  - *Prompt: Do you find carcasses by responding to intelligence/information on poachers (e.g. gunshots)?*
14. Could you share some of your general thoughts on and experiences with finding and collecting information on elephant carcasses?
  - *Prompt: Compared to your other duties, do you enjoy this?*
  - *Prompt: Would you say that monitoring elephant carcasses is easy or difficult? Why?*

#### Recording, reporting and processing MIKE Data

15. How do you record the information on an elephant carcass when you find one?

- *Prompt: Do you use paper carcass forms (MIKE) or enter information into mobile devices? Which do you prefer?*
  - *Prompt: Do you use SMART and the new cybertrackers? If so, how do you feel about this system? Are there any challenges?*
16. How do you report the elephant carcass information to management/supervisors?
17. Who enters and processing the data on wildlife observations (elephant carcasses) at the station? Are you involved? Do you know any rangers who are involved in this?
18. How would you describe your relationship with your supervisors [Wildlife Officer/Area Manager]?
- *Do you enjoy working with them? Are there some challenges? Good leadership?*

Awareness of purpose of MIKE data collection and perceptions of value

19. What do you think is the purpose of monitoring elephant carcasses at this site?
- *Prompt: Why do you think you are required to collect data on elephant carcasses?*
20. Do you know what happens to the elephant carcass data once you report it? What is the information used for?
- *Prompt: Do you know how the data is used by management?*
  - *Prompt: Does management report the data to a higher level? Could you give details*
21. Do you personally think it is important to collect this information? Why?
22. Do you get feedback (e.g. monthly, yearly) on summaries of all the elephant carcass data that is collected by rangers?
- *Prompt: If so, how does the feedback make you feel?*
  - *Prompt: If not, would you like to get feedback? Why?*
23. Do you think the information on elephant carcasses that is collected by rangers helps with elephant protection and anti-poaching?
- *Prompt: If so, in what way? Could you share some examples of how it helps?*

**ENDING**

24. We are now coming to the end of the interview, and have discussed much. Could I ask you to summarise your thoughts and feelings about patrols and monitoring elephant carcasses through MIKE?
25. What advice would you give in order to improve the MIKE programme?
26. Is there anything else you would like to add or feel you didn't get the chance to mention?

**THANK YOU** so much for your time and insights, they will help me a great deal in my research.

