Staff grades: They are based in the IUCN system of 1 to 16. Grades 1 to 7 are for support staff. Grades 8 to 16 are for professional posts. All positions are funded by the core budget, except for the positions marked by three asterisks (see the footnotes).

**Resource Generation and Administration Team**
- Senior Advisor on Environment and Development – Grade 12 (Alain Lamberti, Belgium)
- Accountant – Grade 9 (Ibrahim Shaame, Tanzania)
- Dues and Projects Administration – Grade 7 ***1 (Paulette Kennedy, Belgium/Canada)
- Administration Coordinator – Grade 7 (Annette Keller, Switzerland)
- Office Clerk (70%) – Grade 3 (Montserrat Riera, Spain)

**Communications and Public Awareness Team**
- Executive Assistant for Communications – Grade 9 (Dwight Peck, USA)
- Senior Communications Assistant – Fixed term contract (62.5%) (Sandra Hails, UK)
- Communications Assistant (75%) – Grade 4 (Valerie Higgins, UK)

**Policy and Technical Team**
- Regional Coordinators – Grade 11
  - Africa (Anada Tiéga, Niger)
  - Asia (Najam Khurshid, Pakistan)
  - Europe (Tobias Salathé, Switzerland)
  - Americas (Margarita Astrálaga, Colombia)
- COP8 Technical Officer – Grade 11 (Carlos Villalba, Spain)***2
- Assistants to the Regional Coordinators - (12/18-month assignment internships)
  - Africa (Simon Rafanomezantsoa, Madagascar)
  - Asia (Satireaporn Sirisampan, Thailand)
  - Europe (Inga Racinska, Latvia)
  - Americas (Marco Flores, Puerto Rico/USA)
- Ramsar Database Manager (Scott Frazier, USA)***3

**MedWet Coordination Unit***4
- MedWet Coordinator – Grade 11 (Spyros Kouvelis, Greece)
- Policy Advisor (40%) – Grade 10 (Nejib Benessaiaah, Tunisia)
- Technical Officer (to be appointed)
- Communications Officer (to be appointed)

Note: Thymio Papayannis is acting as Senior Advisor on Mediterranean Wetlands up to 31-12-01, devoting 30% of his time.

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1 Position funded by overheads on projects administered by the Ramsar Bureau.
2 Position funded by the Government of Spain.
3 The Ramsar Database Manager is not a Bureau staff member as such, but provides services to the Convention from Wetlands International in the Netherlands on the basis of a contractual arrangement.
4 The Coordination Unit of the Mediterranean Wetlands Initiative is based in Athens, Greece, and during the period 2001-2002 is fully funded by the Government of Greece.