

MELISA BAL

Ornithologist | Biodiversity Specialist | Project Manager

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EDUCATION

M.Sc., Ornithology — Istanbul University-Cerrahpaşa, Türkiye | Dec 2018 – Aug 2021

Thesis: “Spring and Autumn Migration Dynamics of Acrocephalus Species Migrated from Kızılırmak Delta”

B.Sc., Biology Teacher Education — Marmara University, Türkiye | Sep 2012 – Jun 2017

PROFESSIONAL & RESEARCH EXPERIENCE

Project Manager — KAB Ekoloji Consultancy, Türkiye | Apr 2023 – Sep 2025

• Led pre- and post-construction bird and bat monitoring programmes for wind and solar farms, as well as railway and industrial projects across Türkiye in accordance with national (DKMP) and international (IFC, EBRD) standards.

Project Coordinator — ÉLVONAL Shorebird Science & FitzPatrick Institute of African Ornithology, South Africa | Sep – Nov 2022

• Coordinated the 2022 breeding field season on Chestnut-banded Plovers and Kittlitz’s Plovers.

Research Assistant — Biodiversity and Development Institute, South Africa | Feb – May 2022

• Monitored African Oystercatcher breeding on Robben Island and contributed to biodiversity surveys in Hanover, including bird ringing and mammal monitoring.

Project Coordinator — Rufford Small Grant Conservation Project, Türkiye | Feb 2021 – Feb 2022

• Secured a Rufford Foundation grant and led a conservation project on breeding Northern Lapwings in rice fields in the Kızılırmak Delta.

Licensed Bird Ringer — Ondokuz Mayıs University Cernek Bird Ringing Station, Türkiye | 2021 – 2023

• Organised daily ringing station activities and supervised volunteers during spring and autumn migration seasons.

INTERNSHIP & VOLUNTEERING

- Bird ringing stations: Istanbul University, Ondokuz Mayıs University and Kuzeydoğa Society, Türkiye (2016–2023)
- WWF-Türkiye, Istanbul — Conservation Officer Intern (2018)
- Middle East Technical University Institute of Marine Sciences, Mersin — Intern (2016)
- DEKAMER Sea Turtle Research, Rescue and Rehabilitation Center, Muğla — Volunteer/Intern (2015)

TRAININGS & CERTIFICATIONS

- Sustainability Reporting Certification Program (GRI, SASB, TSRS, IFRS) — Istanbul Institute / YTÜ (2026)
- WBG Environmental and Social Framework Fundamentals (2026)
- IFC Elements of an Environmental & Social Management Systems (ESMS) (2026)
- IFC Identifying Environmental & Social Risks and Impacts (2026)
- IFC Managing Environmental and Social Performance (2026)
- EBRD Environmental and Social Contractor Management E-learning Course (2025)
- IUCN Red List Assessor Training (2022)
- Licence of Experienced Bird Ringer (2020)
- How to Involve Local Communities in the Management of Wetlands? — Tour du Valat (2020)
- Influencing Public Policies for the Conservation of Wetlands — Tour du Valat (2020)

SKILLS

Software: MS Office (Word, Excel, Powerpoint), QGIS, R, SPSS, BORIS, Google Workspace (Drive, Calender, Sheets)

Professional: Biodiversity monitoring, renewable energy projects, project management, stakeholder engagement, team coordination, communication, problem solving, time management, technical reporting

LANGUAGES

- Turkish — Native, Armenian — Native, English — Upper Intermediate (IELTS 6.5)