



STRATEGIC PLAN 2024-2029

CONSERVATION GOALS

- 1** Contribute to the sustainability of Mediterranean fisheries
- 2** Improve our knowledge regarding marine life and its threats
- 3** Improve the conservation and management of vulnerable species and key habitats in the Mediterranean
- 4** Contribute to the 30x30 goal
- 5** Improve the management and Restore Marine Protected Areas in Greece

CONSERVATION ENABLERS

EXTERNAL

- 6** Promote collaboration
- 7** Improve data availability and accessibility

INTERNAL

- 8** Economic sustainability
- 9** Staff stability and capacity increase
- 10** Reduce our environmental footprint
- 11** Appealing working environment

PILLARS CONSERVATION GOALS

AQUATIC LITTER

CONTRIBUTE TO CONSERVATION GOALS

5

1,35

2,35

1. Continue restoring areas in Greece through litter removal

2. Contribute to the circular economy

3. Raise public awareness in Greece regarding the issue of Aquatic Litter

4. Contribute to research regarding Aquatic Litter pollution

5. Influence the Policy regarding Aquatic Litter on a local and national level

2,35

3,5

CONSERVATION ENABLERS

6

External

7

8

CONSERVATION ENABLERS

9

10

Internal

11

CONTRIBUTE TO CONSERVATION GOALS

PILLARS CONSERVATION GOALS

HUMAN & AQUATIC ECOSYSTEMS

CONTRIBUTE TO CONSERVATION GOALS

1,3,4,5

3,4,5

3,4,5

CONSERVATION ENABLERS 6

External 7

1. Contribute to the improvement of the sustainability of Mediterranean fisheries

2. Improve ocean literacy

3. Promote the active participation of citizens in environmental policymaking

4. Create novel environmentally sustainable revenues for local communities

5. Encourage citizens to engage in Citizen Science

6. Enhance harmonious relationships between humans and wildlife

8

CONSERVATION ENABLERS 9

9

Internal

10

11

1,3

2,3

1,3

CONTRIBUTE TO CONSERVATION GOALS

PILLARS CONSERVATION GOALS

MARINE PROTECTED AREAS

CONTRIBUTE TO CONSERVATION GOALS

2,3,5

3,5

3,5

1. Actively contribute to closing knowledge gaps within MPAs in Greece

2. Facilitate bottom-up management processes within MPAs in Greece

3. Support local stakeholders to participate in the public consultation of the management plans

4. Empower mussel farmers in Delta Axios to recycle and upcycle litter from mussel farming

5. Submit science based proposals for new MPAs in Greece

6. Facilitate bottom-up processes in the designation of new MPAs in Greece

1,3,5

1,3,4

1,3,4

CONTRIBUTE TO CONSERVATION GOALS

CONSERVATION ENABLERS

6

External

7

8

9

CONSERVATION ENABLERS

10

Internal

11

PILLARS CONSERVATION GOALS

VULNERABLE SPECIES

CONTRIBUTE TO CONSERVATION GOALS

CONSERVATION ENABLERS

6

External

7

1,2,3,4,5

1. Actively contribute to data collection regarding threatened species in the Mediterranean

1,3,4

2. Support science-based policies in the Mediterranean regarding threatened species

3,4,5

3. Influence the participation of stakeholders in the protection and management of threatened species in the Mediterranean

8

9

CONSERVATION ENABLERS

10

Internal

11

PILLARS CONSERVATION GOALS

VULNERABLE SPECIES

SHARKS & RAYS

CONTRIBUTE TO CONSERVATION GOALS

2,3,5

1. Improve the conservation of sharks and rays in the Mediterranean

2. Improve the sustainability and traceability of shark and ray fisheries

3. Incorporate sharks and rays in the creation of new MPAs

4. Collect fisheries non-dependent data for sharks and rays in Greece

3,5

3,5

1,3,5

CONTRIBUTE TO CONSERVATION GOALS

POSIDONIA MEADOWS

CONTRIBUTE TO CONSERVATION GOALS

2,3,5

1. Promote the management and restoration of Posidonia meadows in Greece

3,5

2. Contribute to closing the knowledge gaps regarding Posidonia extent and health in the Greek seas

MARINE MAMMALS

CONTRIBUTE TO CONSERVATION GOALS

2,3,5

1. Advocate for the strict protection of Formicula island in the Inner Ionian Sea Archipelago for the Mediterranean monk seal

3,5

2. Understand the importance of Thermaikos Gulf for cetaceans and identify ways to preserve their population

EXTERNAL CONSERVATION ENABLERS 2024-2029

INDICATORS

	2024	2025	2026	2027	2028	2029
Promote collaboration						
<ul style="list-style-type: none"> Maintain at least 70% of current collaborators and increase the number of collaborators by at least 10% in total Develop collaboration with 2 more research institutes in the Mediterranean Develop collaboration with 10 more universities globally Develop collaboration with 5 more diving centers Develop collaboration with 3 Municipalities Develop collaboration either through a general MoU or in the context of projects with NECCA Become members of 2 networks 	75% 0% 0% 20% 100% 0% 130%	100% 66.6% 90% 480% 266% 0% 130%				
Improve data availability and accessibility						
<ul style="list-style-type: none"> Publish minimum 15 scientific publications in 5 years Publish minimum 15 reports in 5 years Develop new applications that will provide iSea's raw data regarding <ul style="list-style-type: none"> -Aquatic Litter -Fisheries -Habitat mapping 	60% 46.6% 33%	86.5% 80% 33%				

INTERNAL GOALS FACILITATING CONSERVATION 2024-2029

	2024	2025	2026	2027	2028	2029
1. Economic sustainability (good cashflow; cost-effective budget/implementation ratio)						
<ul style="list-style-type: none"> At the beginning of each year, the amount of presentence of secured grants regarding last year's financial turnover must be above 80% The minimum monthly installments cover personnel total cost and function costs 	88.65% 0%	94.89% 75%				
2. HR stability and capacity increase						
<ul style="list-style-type: none"> The average score of the years of work in iSea of the employees must stay above 2023 average score The average score of diplomas and certificates of the employees in iSea must stay above 2023 average score The average score of the conference's attendance in iSea of the employees must stay above 2023 average score 	100% 0% 100%	91,66% 100% 100%				
3. Appealing work environment						
<ul style="list-style-type: none"> The minimum wage for the employees in iSea must be 15% higher than the minimum legal wage set by the government The average score of remote workdays of employees in iSea must stay above 2023 average score Increase of team building exercises and wellness events Increase the capacity building average score Increase the average score of questionnaires regarding the work environment completed by employees (space size, space arrangement, office furniture, lighting, heating, cooling, noise, ventilation, cleanliness, sound privacy, work break activities, accessibility) 	0% 5.77% 100% 41.18% 0%	50% 100% 66.6% 100% 100%				
4. Reduce our environmental footprint per capita						
	N/A	100%				

PILLARS RELATED GOALS 2024-2029: AQUATIC LITTER

	2024	2025	2026	2027	2028	2029
1. Continue restoring areas in Greece through litter removal						
<ul style="list-style-type: none"> at least 50 tons of litter removed from coastal areas with priority in Natura2000 sites, RAMSAR wetlands, and National Parks, at least 150 tons of benthic litter will be removed from coastal and deep waters, with a priority in Natura2000 sites and National Parks 	17.3% 30.9%	21.5% 62.3%				
2. Contribute to a circular economy						
<ul style="list-style-type: none"> Recycle 100 kg of cigarette butts Upcycle 1tn of coffee Upcycle 500 kg of tires Prevent 50 tn of mussel farming nets to reach the environment 	7% 4.5% 0% 48%	23.3% 29.6% 0% 67%				
3. Raising public awareness in Greece						
<ul style="list-style-type: none"> Inform at least 500.000 citizens on the issue of aquatic litter Train at least 5000 stakeholders on litter prevention 	26.5% 49.46%	35.1% 90%				
4. Contribute to research regarding Aquatic Litter pollution						
<ul style="list-style-type: none"> Participate in 5 conferences Publish 5 scientific publications in peer-reviewed journals 	40% 0%	40% 20%				
5. Influence the Policy regarding Aquatic Litter on a local and national level						
<ul style="list-style-type: none"> Publish 5 reports advocating for better policies 	40%	60%				
6. Increase the capacity of the Aquatic Litter team						
<ul style="list-style-type: none"> Personnel of Aquatic Litter pillar dive Personnel of Aquatic Litter pillar drive Personnel of Aquatic Litter pillar capable of statistical analysis and advanced reporting 	100% 75% 0%	100% 100% 25%				
7. Promote collaboration among scientists, stakeholders, and policymakers						
<ul style="list-style-type: none"> Host 3 roundtables for promoting collaboration among scientists, stakeholders, and policymakers Increase the data in the EVMAR application by 10% At least 5 scientific publications, independent of iSea, will use data from the EVMAR application 	33.33% 0% 0%	33.33% 0.08% 0%				
8. Improve accessibility to Aquatic Litter data						
<ul style="list-style-type: none"> See measurable indicator 4a, 4b, 7b, 7c, See conservation related goal 6 	10% 100%	15% 100%				

PILLARS RELATED GOALS 2024-2029: HUMAN & AQUATIC ECOSYSTEMS

	2024	2025	2026	2027	2028	2029
1. Contribute to the improvement of the sustainability of Mediterranean fisheries <ul style="list-style-type: none"> Achieve the report of at least 200 releases of vulnerable species Train at least 200 fishers on best practices for handling and releases Achieve the modification of 25 fishing vessels to minimise post-release mortality of vulnerable species At least 500 participants will complete the courses in MOOC platform. At least 100 stakeholders will participate in the Alliance after the completion of the relevant MOOC courses 	15.5% 31% 0% 0% 0%	23.5% 83.5% 28% 56.2% 0%				
2. Improve ocean literacy <ul style="list-style-type: none"> Implement 100 educational activities and schools and open public events Engage more than 4000 participants in educational activities and open public events Involve 100 more educators in our educational activities 	83% 94% 36%	164% 325% 97%				
3. Promote the active participation of citizens in environmental policymaking <ul style="list-style-type: none"> Involve 150 more participants in training activities on active participation Publish at least 2 reports advocating for the active participation of stakeholders in environmental policymaking 	25.3% 50%	25.3% 50%				
4. Create novel environmentally sustainable revenues for local communities <ul style="list-style-type: none"> At least 40 restaurants will gain environmentally sustainable revenues from offering alien species dishes At least 20 fishmongers gain environmentally sustainable revenues from selling alien species At least 40 fishers gain environmentally sustainable revenues from selling alien species 	0% 0% 0%	2.5% 0% 0%				
5. Encourage citizens to engage in Citizen Science <ul style="list-style-type: none"> Increase by at least 15% the number of citizen scientists involved in iSea projects (MECO, iNaturalist) Increase by at least 5% the number of reports of marine taxa by citizen scientists in the MECO project and in iNaturalist Implement at least 10 Bioblitzes Involve at least 200 participants in Bioblitzes Implement at least 10 trainings for empowering citizen scientists 	21.82% 16.7% 40% 103% 40%	48.5% 42.4% 70% 193% 100%				
6. Enhance harmonious relationships between humans and wildlife <ul style="list-style-type: none"> Targeted online campaigns aim to inform 500,000 people about the harmonious relationships between humans and wildlife Conduct at least 10 events aiming to inform and solve the conflict between marine life and 1000 stakeholders 	0% 6.75%	81.3% 79.5%				
7. Promote collaboration among scientists, stakeholders, and policymakers <ul style="list-style-type: none"> Become members or create at least 2 networks and/or alliances that promote the collaboration among scientists, stakeholders, and policymakers 	150%	450%				

PILLARS RELATED GOALS 2024-2029: MARINE PROTECTED AREAS

MPAs: Existing MPAs

1. Actively contribute to closing knowledge gaps within MPAs in Greece

- Update the NATURA2000 factsheets for at least 4 sites (Lemnos, IIA, Amvrakikos)

2024 2025 2026 2027 2028 2029

0% 25%

2. Facilitate bottom-up management processes within MPAs in Greece

- Involve local stakeholders in Amvrakikos Gulf in the production of the Action Plan for the Conservation of Sharks and Rays.

0% 0%

3. Support local stakeholders in Amvrakikos, Lemnos, Nisyros, and Kalloni to participate in the public consultation of the management plans.

- Comment in 4 consultations together with local associations and stakeholders

50% 150%

4. Empower mussel farmers in Delta Axios to recycle and upcycle litter from mussel farming.

- Establish at least 2 ALDFG collection stations in the National Park

0% 0%

MPAs: New MPAs

1. Science-based proposals for new MPAs in Greece

- Provide a science-based proposal for Erimitis to become a cSCI and cSAC.
- Propose at least 3 new KBAs and advocate to become Natura2000 sites

0% 0%
0% 0%

2. Facilitate bottom-up processes in the designation of new MPAs in Greece

- The local stakeholders of Erimitis area will be co-authoring the proposal for the designation of the area as a cSCI and cSAC
- Collaborate with the local stakeholders in 3 areas for delineating 3 new KBAs

0% 0%
0% 0%

PILLARS RELATED GOALS 2024-2029: VULNERABLE SPECIES

General Goals

1. Actively contribute to data collection regarding threatened species in the Mediterranean Sea
2. Support science-based policies in the Mediterranean regarding threatened species
3. Influence the participation of the fishing communities and other stakeholders in the protection and management of threatened species in the Mediterranean
4. Promote collaboration among scientists, stakeholders, and policymakers
5. Improve data accessibility regarding threatened species in the Mediterranean

Sharks & rays

1. Improve the conservation of sharks and rays in the Mediterranean

- Compile an official Red List assessment of sharks, rays, and chimaeras in Cyprus
- Achieve species-specific data collection of all elasmobranchs in the auction market, customs and fisheries in Greece
- Create the National Action Plan for Squatina spp. for Greece and Cyprus
- Influence the update of the environmental protection legislation based on the results of the Red List of Greece
- Produce an official Action Plan for Sharks and Rays in Amvrakikos Gulf
- Deliver an Action Plan for banning Mustelus spp. targeted fisheries in Greece
- Explore the potential of different mitigation techniques to reduce bycatch of sharks and rays in Greece
- Study the efficiency of ex-situ conservation for sharks and rays (egg-cases hatching and hatchlings release) in Greece
- Explore the significance of Corinthiakos Gulf for sharks and rays

2. Improve the sustainability and traceability of shark and ray fisheries

- Establish a real-time PCR monitoring scheme - at least one monitoring authority is using the scheme for monitoring fisheries
- Create an identification guide regarding the identification of shark and ray products addressed to consumers and monitoring authorities
- Provide at least one stock assessment of a commercial species
- Inform through workshops at least 10% of the fishing community (professional) regarding legislation, species-specific identification, and safe handling and release in Greece and Cyprus.
- Produce a report on Gymnura altavela regarding poor law enforcement
- Produce a report for the implementation of the protection of the SPA/BD listed species of sharks and rays.
- Inform 200,000 consumers to actively support the conservation of sharks and rays by making informed choices

3. Incorporate sharks and rays in the creation of new MPAs

- Create a new or expand an existing MPA for angelsharks in Cyprus
- Incorporate sharks, rays and chimaeras into supporting strategies in Natura2000 in Greece
- Create a new or expand an existing MPA for guitarfish in Cyprus
- Sharks and rays are taken into account in the expansion of Natura2000 network in Greece

4. Collect fisheries non-dependent data for sharks and rays in Greece

- Uplift the public image of sharks and rays by creating a video/documentary
- Estimate the impact of human activities other than fisheries on the population of sharks and rays in Amvrakikos Gulf
- Describe the spatial use of Amvrakikos Gulf by sharks and rays through by either BRUVs, and/or acoustic telemetry, and/or visual census

	2024	2025	2026	2027	2028	2029
1. Actively contribute to data collection regarding threatened species in the Mediterranean Sea						
2. Support science-based policies in the Mediterranean regarding threatened species						
3. Influence the participation of the fishing communities and other stakeholders in the protection and management of threatened species in the Mediterranean						
4. Promote collaboration among scientists, stakeholders, and policymakers						
5. Improve data accessibility regarding threatened species in the Mediterranean						
Sharks & rays						
1. Improve the conservation of sharks and rays in the Mediterranean						
• Compile an official Red List assessment of sharks, rays, and chimaeras in Cyprus	0%	0%				
• Achieve species-specific data collection of all elasmobranchs in the auction market, customs and fisheries in Greece	0%	0%				
• Create the National Action Plan for Squatina spp. for Greece and Cyprus	25%	25%				
• Influence the update of the environmental protection legislation based on the results of the Red List of Greece	0%	0%				
• Produce an official Action Plan for Sharks and Rays in Amvrakikos Gulf	0%	0%				
• Deliver an Action Plan for banning Mustelus spp. targeted fisheries in Greece	0%	0%				
• Explore the potential of different mitigation techniques to reduce bycatch of sharks and rays in Greece	0%	30%				
• Study the efficiency of ex-situ conservation for sharks and rays (egg-cases hatching and hatchlings release) in Greece	2%	10%				
• Explore the significance of Corinthiakos Gulf for sharks and rays	0%	0%				
2. Improve the sustainability and traceability of shark and ray fisheries						
• Establish a real-time PCR monitoring scheme - at least one monitoring authority is using the scheme for monitoring fisheries	30%	0%				
• Create an identification guide regarding the identification of shark and ray products addressed to consumers and monitoring authorities	0%	0%				
• Provide at least one stock assessment of a commercial species	0%	0%				
• Inform through workshops at least 10% of the fishing community (professional) regarding legislation, species-specific identification, and safe handling and release in Greece and Cyprus.	4.3%	11.13%				
• Produce a report on Gymnura altavela regarding poor law enforcement	0%	0%				
• Produce a report for the implementation of the protection of the SPA/BD listed species of sharks and rays.	0%	0%				
• Inform 200,000 consumers to actively support the conservation of sharks and rays by making informed choices	0%	164%				
3. Incorporate sharks and rays in the creation of new MPAs						
• Create a new or expand an existing MPA for angelsharks in Cyprus	0%	50%				
• Incorporate sharks, rays and chimaeras into supporting strategies in Natura2000 in Greece	0%	50%				
• Create a new or expand an existing MPA for guitarfish in Cyprus	0%	0%				
• Sharks and rays are taken into account in the expansion of Natura2000 network in Greece	0%	50%				
4. Collect fisheries non-dependent data for sharks and rays in Greece						
• Uplift the public image of sharks and rays by creating a video/documentary	0%	20%				
• Estimate the impact of human activities other than fisheries on the population of sharks and rays in Amvrakikos Gulf	25%	25%				
• Describe the spatial use of Amvrakikos Gulf by sharks and rays through by either BRUVs, and/or acoustic telemetry, and/or visual census	2.5%	10%				

PILLARS RELATED GOALS 2024-2029: VULNERABLE SPECIES

Posidonia meadows

1. Promote the management and restoration of Posidonia meadows in Greece

- At least one area in Greece with a successful eco-mooring model
- At least 67 hectares of Posidonia meadows are strictly protected with new legislation
- Create an action plan for Posidonia meadows in Greece
- Incorporating *P. oceanica* maps into at least one system or tool used by stakeholders and/or spatial planning authorities (tourism operators, planners, engineers, military).
- Assess the key pressures on *P. oceanica* in the Inner Ionian Archipelago, Erimitis, and Lemnos.
- Explore active restoration methodologies for *P. oceanica* in Greece.

	2024	2025	2026	2027	2028	2029
0%	0%					
100%	100%					
0%	0%					
0%	6%					
35.9%	42.9%					
13%	23%					

2. Contribute to closing the knowledge gaps regarding Posidonia extent and health in the Greek seas

- Create a baseline open-access database on the ecological and conservation status of Posidonia meadows in at least three Natura200 sites in Greece.
- Produce accurate and detailed maps of Posidonia meadows for at least 5 areas in Greece.
- Understand and report on the link between Posidonia meadows and food security in Greece.
- Understand the role of Posidonia meadows for the marine ecosystem of Erimitis, Lemnos, and the Inner Ionian Archipelago.
- Utilise and increase Blue Carbon knowledge for mitigating the climate crisis
- Estimate the blue carbon stock and its value under different management scenarios in the areas of action (IIA, Lemnos, Erimitis)
- Creation of materials for the public to increase their understanding of blue carbon in seagrass.

0%	49.98%					
24%	32.6%					
0%	20%					
0%	10%					
0%	20%					
36.5%	43.10%					
0%	8.13%					

Marine mammals

1. Advocating for the strict protection of Formicula island in the Inner Ionian Sea Archipelago for the Mediterranean monk seal

- Protect Formicula island with strict protection management, making it a protected area for seals

100%	100%					
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2. Understand the importance of Thermaikos Gulf for cetaceans and identify ways to preserve their population

- Produce a report on the resident and reductive population of dolphins in west Kassandra (Thermaikos Gulf)
- Identify reproduction patterns for the resident and reductive population of dolphins in west Kassandra (Thermaikos Gulf)

5%	15%					
5%	10%					

