

## Supplementary Materials 1. Questionnaire

### Information:

- Name of respondent:
- Position/Title:
- Protected Area (PA):

### On-site PA employee

1. How long have you been working for this Protected Area?
2. Can you briefly describe your work?
3. What attracted you to work for this PA?
4. Do you think that this PA has a sufficient number of employees to achieve its activities?
5. If not, how does lack of staffing affect your professional performance and your personal life?
6. Do you know if this PA has a strategy to reduce the current staffing gap?
7. If yes – what are some of these strategies?
8. What would *you* suggest to address this staffing gap?

### External workforce

1. How long have you been working with this PA?
2. Can you briefly describe your activities for the PA?
3. Please estimate how many days per month that you work for the PA:
4. What are your motivations for working with this PA? What do you/your community gain?
5. How do your activities in the PA affect your everyday work outside of the PA? And your life more generally?
6. Do you enjoy working with the PA? Why or why not?
7. Do you think you will continue to contribute to the activities of the PA next year?
8. What will motivate you most to work with this PA in the future?