

## **JOB DESCRIPTION**

<b>Position title:</b>	Law Enforcement Technical Advisor, Eastern Plains Landscape, WWF-Cambodia
<b>Directly reports to:</b>	Conservation Area Manager, WWF-Cambodia
<b>Technically report to:</b>	Eastern Plains Landscape Manager, WWF-Cambodia
<b>Supervises:</b>	Law Enforcement Technical Assistant
<b>Technically advises:</b>	Law enforcement officers
<b>Location:</b>	Mondulkiri Province, Cambodia

### **Background**

WWF has a long established presence in the Mekong region, starting in Vietnam in 1990. Since then, WWF operations have grown to four Country offices based in Cambodia, Laos, Thailand and Vietnam, including a Regional team in the Hanoi, Vientiane and Bangkok offices.

Following a strong track record of conservation delivery over the last 20 years, WWF has established both the credibility and presence to deliver conservation impact at all levels from provincial, to national to regional guided by the WWF Greater Mekong Programme strategic plan FY11-FY15.

The Eastern Plains Landscape (EPL) is one of three large projects supported by WWF-Cambodia. Covering almost 6,000km<sup>2</sup>, the EPL project gives especial support to two conservation areas (Mondulkiri Protected Forest (under Ministry of Agriculture, Forestry and Fisheries) and Phnom Prich Wildlife Sanctuary (under Ministry of Environment)). This is an area of extremely high biodiversity value but is under significant threat from a wide range of activities including the illegal trade in wildlife and timber, forest encroachment and habitat conversion.

### **I. Major Function**

The Law Enforcement Technical Advisor acts as a hand on assistant to a Conservation Area Manager. He/she is the key person to provide field base training and coach needs for a variety of rangers in differing positions and working contexts, e.g. law enforcement rangers, research rangers, to law enforcement team leaders and section managers, and community forestry rangers. He/she is accountable for designing technical training initiatives for conservation area management and law enforcement.

### **II. Major Responsibilities**

#### **A. Technical Advisory and Technical Capacity Development**

**80%**

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- Provide field support to rangers, section rangers, team leaders, mobile enforcement unit and community based rangers in the form of direct training, coaching, and other forms of capacity building in:
  - The design and deliver of basic training programs as required
  - Station area management: including law enforcement planning and use of planning tools, patrol preparation and execution, and debriefing and reporting
  - General station management and maintenance
  - Ranger management and capacity enhancement of field rangers
  - Close coordination and cooperation with PPWS law enforcement technical advisor for biodiversity conservation
  - Coordination and direct supervision to MEU team and also provide technical support to MEU
  - Better coordination with government counterparts and other concern government authorities.
  - Coordination and cooperation with other conservation partners
  - Equipment management and maintenance
- Participate in field patrols and anti-poaching operations, and provide on- the-job support, training and capacity building to rangers and mobile enforcement members including:
  - Basic law enforcement patrolling tactics
  - Adaptive patrolling and patrol related on-the-ground decision making
  - GPS, map reading and use
  - Proper use and filling up of SMART books
  - Other training as required
- Equipment use supervision support and training
  - Insure WWF Cambodia supported equipment is used according to regulations
  - Provide training and capacity building on equipment use and maintenance
  - Provide training on handling broken / lost equipment
- Ensure enforcement standards are meet through on-the-ground evaluation of:
  - Use of patrol planning tools and compliance to monthly patrol plans
  - Use of and compliance to patrol orders
  - Compliance to enforcement minimum standards for field rangers and mobile enforcement members

#### **B. Monitoring and Evaluation, Reporting 10%**

- Provide support to the monitoring and evaluation of conservation area management and law enforcement activities in the Eastern Plains Landscape, including performance of law enforcement officers.
- Provide assistance in the analysis of management and enforcement activities on a six monthly and annual basis and share results with concerned staff Other Technical Specifics

#### **C. Other technical Specifics**

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- Work in close collaboration with the WWF Community Extension and WWF Research teams to implement and support community engagement in raising awareness of protected area law and forestry laws
- Work in close coordination with the relevant communications staff of WWF-Cambodia to communicate issues and achievements of the project to defined target audiences
- Maintain an awareness of ranger comments and any complaints to identify any areas that may need development or improvement

### III. Working Relationships

#### 1. Internal

- WWF GMPO: Work closely with EPL Programme staff (Community and Research team), Conservation Programme Manager, Landscape Manager, and Technical Advisors at regional level, EPL liaison project manager, enforcement focal point person of other country programmes
- WWF Network: Relevant WWF offices, WWF International, relevant Network Initiative teams

#### 2. External

- Interact with donors, Government, partners, communities, consultants, other NGOs active in Cambodia (eg WCS, FFI, Birdlife, Conservation International)
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### IV. Requirements

#### 1. Education and Qualification

- BSc. in natural resources management, environmental or conservation management, and or a relevant law enforcement technical degree

#### 2. Preferred Knowledge

- Knowledge of conservation and law enforcement issues in the Greater Mekong Region, especially in Cambodia
- Understanding of policy and regulations in related fields in Cambodia
- Knowledge of relevant planning tools e.g. MIST and SMART
- Knowledge of human rights

#### 3. Experience

- 3 years of practical experience in advising and or training in conservation and biodiversity protection law enforcement, or related field, preferably 2 years of which should have been in Cambodia
- Experience of working with government line agency staff in an advisory and or training role

- Willingness to spend considerable time in remote outposts, forest campsites when conducting field training and coaching activities

#### **4. General Skill**

- Influencing
- Presentation and communications
- Planning and organisation
- Networking and interpersonal
- Fluency in written and spoken English and local language is an advantage
- Proficiency in MS Office

#### **5. Technical Skill**

- Coaching and capacity building/development
- Report writing in English and Khmer language
- Knowledge on wildlife research activities

#### **6. Ability**

- Working well with and contributing effectively to a multicultural team
- Working independently in remote areas and spending periods of time in the field
- Working on own initiative with minimum supervision and staying on task

#### **7. Personality**

- Dynamic
- Initiative

#### **8. Job Competencies:**

- **WWF Focus:** Acts as a member of One WWF, placing higher priority on WWF's goals than own goals and anticipating the effects of own area's actions on others to ensure holistic WWF outcomes
- **External Orientation:** Looks outwards ensuring WWF stays relevant, continues to anticipate and adapt to external environmental and global trends
- **Delivering Quality Outcomes:** Establishes stretch goals, plans, using best judgment and takes responsibility for planning to and delivering on outcomes
- **Building Working Relationships:** Builds collaborative relationships through the understanding and development of other's and own ideas
- **Communicating Effectively:** Uses appropriate means of communication to convey messages, seeks input from others and ensures understanding

### **WWF's Mission and Values**

1. It is part of every staff member's job description to contribute to WWF's mission: WWF's Mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by:
  - ✓ conserving the world's biological diversity
  - ✓ ensuring that the use of renewable natural resources is sustainable
  - ✓ reducing pollution and wasteful consumption.
2. It is also part of every staff member's job description to embody WWF's values, We are:
  - ✓ **Engaging**  
Open, available, accessible



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- ✓ **Optimistic**  
Inspiring, positive, ambitious, successful
- ✓ **Determined**  
Passionate, urgent, results-oriented
- ✓ **Knowledgeable**  
Science and facts based, wise/smart, intelligent, expert

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