



## **JOB DESCRIPTION - FINAL**

Position title	:	<b>Law Enforcement Technical Advisor</b>
Reports to	:	PA and Law Enforcement (PALE) Manager
Supervises	:	Law Enforcement Officer and Consultant/Volunteer
Location	:	PPWS
Date	:	July 2018

### **Position Summary:**

The Law Enforcement Technical Advisor (LETA) acts as a supervisor and provides technical support to the law enforcement teams on the ground and hands on expertise to field rangers. He/she is the key person to provide on ground technical support through training, planning, mentoring, reporting and coordination. The LETA will be responsible for supervision and management of the day to day law enforcement work in the Eastern Plain Landscape (EPL) with support of Protected Area managers and PALE Manager.

### **I. Major Duties and Responsibilities:**

1. Provide field support and supervision to rangers, team leaders, and community 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 reporting
  - General station management and maintenance
  - Ranger management and capacity enhancement of field rangers
  - Close coordination and cooperation with SWS law enforcement technical advisor for biodiversity conservation team
  - Coordination and direct supervision to Mobile Enforcement Unit (MEU) and also provide technical support to MEU
  - Smooth and effective coordination with government counterparts and other concern government authorities.
  - Good coordination and cooperation with other conservation partners
  - Equipment management and maintenance
2. 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
  - Proper use of SMART books
  - Work closely with the project lawyer and seek legal support to enhance the effective LE intervention through:
    - Providing advisory support to Law Enforcement TA and LE Officer in preparation of proper court case documents;
    - Do necessary follow up with the Provincial Department of Environment regarding the submitted court cases, and consult with PALE manager and EPL manager any outstanding issues.
  - Other training as required
3. Equipment use supervision support and training
  - Ensure 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
- 4. Work in close collaboration with the WWF Community engagement and WWF Research teams to implement and support community engagement in raising awareness of protected area law
- 5. Work in close coordination with the relevant staff of WWF-Cambodia to communicate issues and achievements of the project to defined target audiences

## II. Qualifications:

### Education & Experience

- BSc. in natural resources management, environmental or conservation management, and or a relevant law enforcement technical degree
- Knowledge of conservation and law enforcement issues in the Greater Mekong Region, especially in Cambodia
- 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
- A thorough understanding of the environment/development interface in Cambodia as well as having a proven track record in implementing conservation programs, achieving goals and objectives for improving performance and environmental sustainability.

### Skills & Abilities

- Knowledge of relevant planning tools e.g. and SMART
- 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
- Experience engaging diverse stakeholders and extreme tact in dealing with sensitive matters.
- Experience in working in complex organisations and ability to lead and influence without formal authority. Excellent interpersonal, communication and diplomatic skills with the ability to manage and interact at all levels in an international, multicultural and multilingual organization.
- Possess strong negotiation, influencing and communication skills. Has the ability to liaise with senior management staff, relevant staff in different functional areas, local communities, government agencies, governmental policy and decision makers, the business community, media, donors etc. all in a professional, positive manner.
- Decision making skills with strong business acumen and drive for results;
- Passionate about wildlife and conservation with the ability to galvanize the Network and broader community around a shared agenda;
- Must possess strong *Project Management* - planning, time management, coordination; *People Management* – coaching, mentoring, capability development, networking, building teams; and *Financial Management* – budgets, costing, cash flows, skills.
- Good command of English language, both oral and written communication skills. Any other language, especially another Greater Mekong dialect is advantageous.
- Must be able to travel extensively and at times to do this with very short notice.
- Adhere to WWF's values: Knowledgeable, Optimistic, Determined and Engaging.
- Role models WWF's behaviours of Listening Deeply, Innovating Fearlessly, Collaborating Openly, and Strive for Impact.

## III. Working Relationships:

1. **Internal** - works under the supervision of and reports directly to the PA and Law Enforcement Manager. May supervise law enforcement and rangers on the ground, consultants or volunteers as deemed necessary. Works closely with the Landscape Manager. Interacts frequently with the Wildlife TA, Monitoring & Research Practice Lead; and the Cambodia Tiger Lead as necessary. Interacts with WWF's Network partners as necessary.
2. **External** - Interact with donors, Government, partners, communities, consultants, other NGOs active in Cambodia (e.g. WCS, FFI, Birdlife, Conservation International)

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

Prepared by Line Manager : \_\_\_\_\_ Date: \_\_\_\_\_

Approved & Approved by 2<sup>nd</sup> Line Manager : \_\_\_\_\_ Date: \_\_\_\_\_

Reviewed & Approved by HR Manager : \_\_\_\_\_ Date: \_\_\_\_\_

Accepted by Staff member : \_\_\_\_\_ Date: \_\_\_\_\_