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## **Job Description**

Illegal Wildlife Trade Manager

Supervised by: Conservation Director, WWF-Cambodia

Work location: Phnom Penh, Cambodia

Duration: ***November 2019 to October 2020***

Total Available budget:

### **1. Background of consultancy assignment/ project**

The Greater Mekong region, including Cambodia, is a critical region for global illegal wildlife trade (IWT), being a source, a transit region, and a consumer base for IWT products.

Cambodia has been a pivotal area for IWT mostly attributed to its proximity to Vietnam and other countries known for accepting, channeling and facilitating IWT. In particular, the transboundary trade and demand for wild meat and other IWT products originating from Vietnam and some local Traders threaten numerous species in the WWF priority Easter Plains Landscape (EPL). Tiger Reintroduction is planned to take place in this area and the current drive is to shut down known and existing routes for Illegal Wildlife Trade through the area into Vietnam.

The WWF network is currently surging ahead with implementing its flagship “Closing down Asia’s elephant ivory markets” High Impact Initiative (aka, Ivory HII). This initiative places great emphasis on the Greater Mekong region, because the domestic ivory markets in China were closed on December 31, 2017 and consequently the trade and demand for ivory in the countries of the Greater Mekong region (Myanmar, Thailand, Laos, Cambodia, and Vietnam) has increased. The ivory trade is persisting in the Greater Mekong, either as a regulated market or as an illegal activity. The plan for WWF offices under the HII is to build an effective policy engagement capacity that persuades governments to close domestic ivory markets. Where illegal markets persist, support their closure through government law enforcement actions. The HII also focuses on reducing consumer demand for ivory, particularly coming from Chinese inbound travelers to the Greater Mekong region. This would create a two-pronged approach with the ultimate goal of closing ivory markets in the Greater Mekong region, including in Cambodia. Cambodia government has in effect banned ivory trade in July 2018, by amending its law and providing protection to both Asian and African elephants. So, what remains of ivory trade in Cambodia is illegal now and therefore, strengthening enforcement actions to close the trade will be the main priority.

#### **I. Major Function**

- II.** The IWT Programme Manager leads the efforts to combat IWT in Cambodia, including strategies to deal with wildlife crimes at source, curtailing wildlife trafficking, and demand reduction in Cambodia, with a particular focus on EPL. She/he also leads the implementation

of the action plan developed under the WWF Ivory HII initiative for closing down ivory markets in Cambodia. This includes supporting training on ivory ban awareness and law enforcement operations for government agencies, supporting enforcement actions on traders, actions for enhancing prosecution of wildlife crimes, conducting ivory and IWT market surveys, and organizing demand reduction campaigns.

### **III. Major Responsibilities**

- Lead the Ivory HII workplan implementation in Cambodia, in coordination with the Ivory HII Coordinator for the Greater Mekong region;
- Engage in policy advocacy to raise awareness of the ivory ban, and generate governmental support for, effective actions for closing down the illegal ivory markets in Cambodia;
- Plan and coordinate a campaign on ivory demand reduction targeting Chinese tourists to Cambodia;
- Establish and build positive relations with relevant agencies and government officials in Cambodia on IWT;
- Lead an advocacy push and develop an action plan to convince the government of Cambodia to adopt policies and actions that close all IWT and prevent extinction of wildlife species;
- Represent WWF Cambodia in the relevant meetings, networks, stakeholder's engagements and partnership dialogues;
- Maintain a working knowledge of political, legislative, environmental, social and economic frameworks relevant to Ivory and IWT in Cambodia, and support engagement of WWF teams in relevant dialogues and meetings;
- Support communication of outcomes of Ivory and IWT activities in Cambodia through the WWF network and external channels;
- Proactively support the fundraising efforts of WWF Cambodia for Ivory and IWT strategies;
- Provide Technical guidance and support to WWF Cambodia staff in programmes and projects related to Ivory and IWT as determined by project activities and work plans;
- Other tasks aligned with WWF Cambodia's IWT programme, with a special focus on transboundary trafficking and trade in EPL.

### **IV. Working Relationships**

#### **1. Internal**

- **WWF GMPO:** Work closely with Tiger Lead, Eastern Plains Landscape Management staff, Conservation Director, and Technical Advisors at regional level, IWT teams in the Greater Mekong countries, enforcement focal point persons of other country programmes
- **WWF Network:** Relevant WWF offices, WWF International, relevant Network Initiative teams

#### **2. External**

- Interact with Legal representatives, Government, partners, communities, consultants, other NGOs active in Cambodia (eg. WCS, FFI, Birdlife, Conservation International, Wildlife Alliance)

## **V. Requirements**

### **1. Education and Qualification**

- Master's degree. 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

### **3. Experience**

- 10 years of practical experience in advising and in conservation and biodiversity protection law enforcement, or related fields, preferably 2 years of which should have been in Cambodia
- Experience of working with government line agency staff in an advisory and or operational role
- Willingness to spend considerable time in remote outposts, forest campsites when conducting field investigation activities

### **4. General Skill**

- Investigative skills including evidence collection
- Influencing Law Enforcement Officers
- Presentation and communications of Evidence
- Planning and organisation
- Networking and interpersonal relations in the work place
- Fluency in written and spoken English and local language is an advantage
- Proficiency in MS Office

### **5. Technical Skill**

- Investigations and building cases for court presentation
- Report writing
- Investigation, Analysis, research and investigations

### **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 maintaining focus on the tasks at hand

## 7. **Personality**

- Have integrity and be able to disseminate information correctly
- Dynamic
- Initiative
- Sociable

## 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 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

## VI. **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
- **Optimistic**  
Inspiring, positive, ambitious, successful
- **Determined**

Passionate, urgent, results-oriented

- **Knowledgeable**

Science and facts based, wise/smart, intelligent, expert

**A. Monitoring and Evaluation, Reporting**

- Provide support to the monitoring and evaluation of IWT and law enforcement activities in Cambodia, 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
- Regular update on the progress of investigations and current cases in Cambodia as pertaining to IWT and initiated by WWF Cambodia.

**B. Other Technical Specifics**

- Work in close collaboration with the Eastern Planes Landscape Law Enforcement teams, Legal entities and other NGO"s related to Illegal Wildlife Trade investigations and activities
- Work in close coordination with Tiger Lead position as well as WWF Cambodia legal representative and Media Liaison personnel on issues related to Illegal Wildlife Trade.

**To apply:**

Please provide your application to [mark.drew@wwf.org.kh](mailto:mark.drew@wwf.org.kh)

Your application should include:

- Detailed CV with proof of Illegal Wildlife Trade background and knowledge
- Indications of Illegal Wildlife Trade training received