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Terms of references

Job Title: Law Enforcement Advisor – Salonga National Park
Based in: Monkoto, Salonga park HQ, (Democratic Republic of Congo)
Date: October 2017

I. Context

The worldwide Fund for Nature (WWF) has launched an ambitious program of conservation in the Congo Basin. In the Democratic Republic of Congo (DRC), WWF is implementing eight action programs including one active since 2005 in the Salonga National Park (SNP) and its landscape. The Salonga National Park, second largest rainforest protected area of in the world by area (34,000 sq km) and one of the largest national parks in Africa, contains a biological diversity of exceptional value including forest elephant and bonobo. Species, ecosystems, and ecological processes contained in this protected area constitute a heritage of the first order for the Congolese Institute for the Conservation of Nature (ICCN), the DRC, as well as the whole of humanity.

However, serious threats weigh on the Salonga National Park featuring not only endangering the outstanding universal values of the site but also jeopardizing the initiatives of sustainable management of natural resources in the heart of the Congo Basin.

In this context, the Law Enforcement Advisor will assist the Park Management and park staff with the implementation of a law enforcement strategy to protect and manage this high profile conservation initiative in the Salonga National Park and the surrounding landscape.

Salonga National Park is large, the size of Belgium and consists of largely dense forest with many rivers that are the primary means of transportation. There is no road network. Access from Kinshasa is mainly by aircraft or boat. The park HQ at Monkoto is well developed with good infrastructure but could be considered isolated.

II. Major responsibilities:

- Further develop and above all assure the implementation of the Surveillance Strategy of Salonga National Park.
- Assess and increase the capacity of the existing ICCN park guards (350) by training courses to cover the full range of skills required.
- Implement a working recruitment process and training program for ICCN Salonga in order to over time increase the number of park guards to 500.
- Develop or outsource in-house training courses for the Ecoguards and implement a continual process of refresher trainings to ensure Ecoguards maintain the skills they require to cover the full range of skills and activities required of the field force.
- Provide training and supervision in recording illegal activities, crime scene investigations, recording evidence, management of suspects both in the field and at the park HQ and following the legal process of initiating prosecutions and develop and implement a system of intelligence
- Ensure all field and operational staff have the equipment required to carry out their duties i.e. uniforms, equipment, rations etc.
- Work closely with the Procurement and Administration team to assure equipment procurements in a timely manner.
- Organize and coordinate all park patrols and surveillance operations in collaboration with ICCN management staff
- Working with ICCN and WWF staff in order to fully capitalize SMART to monitor and strategically organize patrols and activities within the park.
- Research and develop long-term plan to modernize and technically advance surveillance system such as the use of drones or ARUs.
- Update, manage and supervise communication system throughout the park.

III. Profile

Required qualifications:

- At least 5 years of field experience in law enforcement (anti-corruption, anti-poaching, wildlife law) or/and protected area management, preferably in tropical forests.
- Proven capacity development skills with experience in law enforcement training
- Ability to work in remote areas and under difficult conditions with demonstrated creative problem-solving skills, previous working experience in developing countries preferable Central/West Africa is desired

Skills and competencies

- Strong experience in the field of law enforcement (anti-corruption, anti-poaching, wildlife law or/and protected area management).
- Excellent collaborative and inter-personal skills working in a multinational environment
- The applicant, while expected to have a calm and mature demeanor with high stress resilience, is expected to be independently driven with an ability for creative problem solving

- Experience of project management and development is highly desirable, and an interest in biodiversity conservation issues is essential.
- good command of French and English written and spoken
- Adheres to WWF's values, which are: Knowledge, Optimism, Determination and Engagement.

IV. Work Relations:

Internal: Close collaboration with the Park Management Team consisting of WWF employees and ICCN agents,

External: Work directly with l'Institut Congolais pour la Conservation de la Nature (ICCN), le Ministère de l'Environnement et Développement Durable (MEDD), Democratic Congolese Republic Force, various other partners working in the Salonga National Park,.