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WWF DEMOCRATIC REPUBLIC OF CONGO COUNTRY OFFICE

JOB DESCRIPTION **PROTECTED AREA ADVISOR**

Position title: Protected Area Advisor
Reports to: Conservation Director
Supervises: N/A
Grade: A3
Location: Kinshasa, DRC
Date: November 2017
Period: 1 year position with possible extension

The World-Wide Fund for Nature (WWF) is one of the leading conservation organization in the Democratic Republic of Congo (DRC). The Office is one of the largest WWF Programme offices in the world, implementing an extensive number of projects under four main strategic pillars, namely i) Wildlife & Protected Areas (PA), ii) Forest & Agriculture, iii) Energy & Infrastructure and iv) Governance, the latter being crosscutting. The PA and Wildlife Programme aims to “protect DRC’s unique biological values (species, habitats and ecosystems) for our common future”. To achieve this goal, three global outcomes are targeted:

1. Habitat and landscapes of priority species are protected and expanded;
2. Conservation stewardship approaches deliver benefits to populations of priority species and people;
3. Illegal wildlife trade is eliminated;

Since 2010, WWF-DRC has successfully established a technical partnership through the Protected Area Support Program (PARAP - Programme d’Appui au Réseau des Aires Protégées) in which WWF staff serve as on-site technical advisors to the Technical and Scientific Direction of the Congolese Institute for Nature Conservation (ICCN acronym in French). The PA Advisor will bring expertise in fundraising, programme development, continued capacity building and technical support to the consolidation and extension of the partnership with ICCN and of the PA Network in the DRC.

Notably, in the face of today’s immense pressures on the country’s natural capital, it is of great importance to consolidate the PA system and improve the capacity of the DRC government to effectively manage the network. At the start of the PARAP (2010), the DRC Government already committed to establish a protected area network (PAN) covering at least 15% (before Aichi target 11) of the national territory (35 Mha). In May 2008, during the CBD COP, the DRC government signed a joint declaration with the German government acknowledging this intent. This common declaration was elaborated out of recognition that the forest and freshwater ecosystems of the Congo Basin are extremely significant for biodiversity conservation and the healthy functioning of the regional and global climate scene. Notably, the DRC contains the second largest tropical forest after Brazil and assuring more integrated land use planning is acknowledged as critical to avoid significant increases in the DRC’s rate of deforestation. Previous to PARAP, the configuration of the Protected Area Network (PAN) in the DRC was poorly documented and no reliable legal and/or geographic assessment existed upon which to calculate the area or percent of the national territory within the PAN.

The first phase of PARAP (2010-16) provided basic information through a systematic assessment of the entirety of the PAN. This information was critical to develop clear recommendations for its consolidation and to evaluate

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WWF-World Wide Fund For Nature
WWF-Fondo Mondiale per la Natura
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WWF-Welt Natur Fonds
Also known as World Wildlife Fund



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priority areas for potential expansion of the network. Over the course of this first phase, the government institutions involved in the planning and management of PA have further appropriated the process to assess the PAN of the DRC and develop a draft national Strategic Plan for its consolidation, expansion and long-term sustainability. Following a participatory and transparent evaluation of the first phase, WWF and ICCN, based on the recommendation provided, are now ready to develop a second phase that will complete the work started and provide the DRC with a PAN that will meet the DRC government's commitment and Aichi Target 11.

The current recruitment process aims to hire a highly qualified protected area advisor that will ensure the development and funding of a second phase of PARAP national program.

I. MAJOR FUNCTIONS

Under the supervision of Conservation Director and close collaboration with the PA Program Coordinator, the PA advisor will ensure:

- The development of PARAP phase II including the development of the national protected area strategic plan;
- Provide technical advice to the WWF PA programme in the DRC and establish links with the larger WWF network, including WWF Practices;
- Formulate recommendations to the Technical and Scientific Direction of ICCN ;

II. MAJOR DUTIES AND RESPONSIBILITIES

A. Programme Development and Fundraising

- Ensure the development of the Protected Area Network Strategic Plan of the DRC with main partners and under the leadership of ICCN;
- Develop the WWF PARAP phase 2 programme for the improved management, consolidation and extension of the DRC PAN;
- Ensure that the second phase of PARAP is conform with and adequately supporting the validated protected areas network strategic plan of the DRC;
- Identify funding opportunities (develop contacts, meet donors and partners);
- Develop specific proposals for identified donors (EU, GEF, WB, KFW, WWF network, etc.);
- Strongly engage with ICCN and partners at national and provincial level;
- Continue to integrate biodiversity conservation and the protected area network as an issue in other sectors as the land use planning process;

B. Programme implementation

- Participate in the elaboration of annual work plans;
- Finalize participatory protected areas network strategic plan of the DRC;
- Define main capacity gaps of the Technical and Scientific Direction (DTS) of the Congolese Institute for Nature Conservation (ICCN) related to PAN management, consolidation and extension;
- Support revision of the national list of protected species and the elaboration of the DRC fauna red list;
- Put in place a platform or a steering committee to ensure participation of main partners and orient further decisions on the DRC PAN;
- Support ICCN to capitalize documentation and standardize application of operational tools for best practice PAN management;
- Accompany the legal revision of PA categories and develop system to systematically identify key biodiversity areas;
- Support endorsement of clear procedures to gazette and "de-gazette" protected areas in the DRC;
- Support endorsement of the National PAN Map and submit updated protected area limits to UNEP-WCMC and IUCN's World Database on Protected Areas (WDPA);
- Collaborate to the PA natural capital valuation study;

- Advise on the sustainable finance mechanism of the PAN and the use of the Okapi fund (the national PA trust fund);

C. Communications

- Put in place a DRC partner platform or steering committee on PAs in order to ensure a common vision and understanding by partner organisations of the new PARAP phase and the strategic plan;
- Help communicate on the program importance, expected outcomes and success stories to the WWF network and media by supporting the WWF Communication teams.
- Help develop linkages with WWF Network “structures” related to PA (Wildlife Practice, Protected Area Community, Landscape Finance Lab, etc.)
- Stay on top of the development of conservation trends (e.g. PA Certifications, CATS, PAME, Green list, CBD, CITES, BIOPAMA, etc.) and inform colleagues and partners of new conservation initiatives, approaches, strategies, etc.
- In accordance with the hierarchy, represent WWF in meetings and workshops;

VI. MINIMUM QUALIFICATIONS

Knowledge:

The PA advisor must have an advanced university degree (Master or equivalent) in natural resources management, biological sciences or related field experience. A PhD in conservation biology an asset.

Experience:

The PA advisor must have broad working experience in Protected Area management, with at least five years of experience in PA Network development. International experience, especially in the African context is essential.

Skills and Abilities.

- Excellent understanding of Eco regional conservation, and the principles of PA management;
- Good understanding of IUCN standards for protected areas, CBD process, etc.;
- Good understanding of the establishment of an effective, representative protected areas network;
- Good understanding of the implementation Key Biological Area methodology (KBA);
- Good technical, organizational, interpersonal and teambuilding skills essential;
- Diplomatic and multi-cultural skills;
- Excellent oral and written communication skills, in both English and French;
- Team player and respectful of human diversity.
- Adhere to WWF's **values**, which are: Knowledgeable, Optimistic, Determined and Engaging.

IV. WORKING RELATIONS

Internal: Interacts with the PA Program Coordinator, WWF-DRC’s Senior Management Team, PA coordinator, Field (Landscape) Programme Managers, Communications Manager, M&E manager, and related conservation staff.

External: Interacts strongly with ICCN, GIZ conservation program, World Bank, other PA managers and related partners (IUCN, BIOPAMA, etc.) in and outside of DRC when appropriate.

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 the Conservation Director: _____ Date: _____

Cleared by DRC HR Manager: _____ Date: _____

Approved by the Country Director: _____ Date: _____

Accepted by the Employee: _____ Date: _____