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**Job Description
WWF CAMEROON
Law Enforcement Coordinator**

Title of Position: Law Enforcement Coordinator

Position Location: Yaounde, Cameroon

Reports to: Conservation Director

Date: 12 December 2012

I. Background:

The Congo Basin is under increasing pressure from large scale commercial poaching, extensive habitat alteration and rising illegal human encroachment into fragile protected areas. The Green Heart of Africa (GHOA) Global Initiative, the conservation delivery mechanism for CARPO (Central African Regional Programme Office), was conceived in part to tackle these and many other problems facing wildlife populations in Central Africa today.

While WWF teams continue to support field based ranger activities throughout the Congo Basin, recent successful enforcement models have emerged aimed at tackling the poaching problem from multiple sides, necessitating a strategic expansion of this traditional approach. A more holistic approach which focuses not only on traditional anti-poaching methods but which also encompasses establishing and maintaining a deterrent at the judiciary level by increasing the ratio of wildlife prosecutions per arrest while eradicating rampant corruption within the system, is urgently needed.

In an effort to build upon the Network's global strategy to strengthen its core conservation efforts aimed at ensuring sustainable wildlife populations, particularly those focusing on fragile WWF priority species including great apes and elephants, WWF CARPO aspires to adapt the regional law enforcement model in the WWF Asia programmes to the GHOA context in Central Africa. As law enforcement assurance is ultimately the responsibility of national governments, WWF traditionally supports enforcement efforts by providing both technical and financial support to partner Ministries (eg, Forests, Environment, etc.). Consequently, WWF CAMEROON starts with this approach by launching a new post aimed at providing strategic leadership to its national law enforcement support efforts.

II. Main function:

Coordinate the development, implementation and monitoring of a concise national law enforcement strategy in alignment with the Cameroon Strategic Plan, in support of enforcing existing national wildlife law and adhering to international conventions/treaties. The strategy should foremost and

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WWF-World Wide Fund For Nature
WWF-Fondo Mondiale per la Natura
WWF-Fondo Mundial para la Naturaleza
WWF-Fonds Mondial pour la Nature
WWF-Welt Natur Fonds
Also known as World Wildlife Fund



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clearly address the primary limiting factors obstructing law enforcement efforts in Cameroon and the region:

- the absence of or low number of wildlife prosecutions which has created an atmosphere of impunity
- proliferation of illegal arms and ammunition
- elements of corruption in the wildlife law enforcement system
- lack of coordination between law enforcement agencies

The Law Enforcement Coordinator will coordinate activities of Field Law Enforcement Officers including Park Assistants and lawyers with a focus on centralizing relevant data in a national database.

III. Major Duties and Responsibilities:

- 1) In collaboration with WWF Cameroon conservation national and conservation directors, field programme managers and other key partners, develop WWF's national law enforcement support strategy and action plan. As a part of the strategy and its action plan:
 - a. Establish, propose, or build on mechanisms to ensure full follow-up on all wildlife cases entering the judiciary system.
 - b. Define the responsibilities and commitments of different partners, including the role of WWF in law enforcement support efforts.
 - c. Create a system of accountability whereby financial support to third parties is performance based, dependant upon mutually agreed deliverables.
 - d. Supervise *results oriented* capacity building measures (including clear indicators of success or failure) with field staff, including wildlife rangers and WWF staff assigned to support investigations, arrests and judiciary follow-up of wildlife cases.
 - e. Supervise the elaboration of a harmonized data collection and storage protocol (e.g., SMART/MIST), facilitating the timely submission of country wide analyses/reports and building local and national ownership of data.
- 2) Establish relationship and work closely with other law enforcement agencies in the creation and functioning of a National Coordination Unit for the fight against poaching and illegal wildlife trafficking;
- 3) Supervise and monitor law enforcement activities carried out in various field sites in order to uphold standards and insure that objectives are reached and provide support where necessary;
- 4) Collect relevant law enforcement data in various field sites and set up a national central law enforcement database;



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- 5) Provide project oversight of WWF CARPO interventions related to Law enforcement support in the region;
- 6) Support and approve the elaboration of proposals related to wildlife protection support, as a member of the proposal approval team.
- 7) Approve law enforcement components of project management plans and WWF Cameroon's contribution to national office law enforcement strategies in collaboration with Conservation Directors;
- 8) Provide support to Cameroon and CARPO senior management teams on ensuring effective law enforcement strategy and judiciary assurance at the national & regional level;
- 9) Support Cameroon government with the implementation of its obligations under Central African Wildlife and Trade Law Enforcement Action Plan.

IV. Profile:

Required qualifications

- Minimum MSc level
- At least 5 years of experience working in the field of law enforcement (anti-corruption, anti-poaching, wildlife law or/and protected area management)
- Good budgeting and financial management capacity
- Proven capacity building skills, lesson planning and training of trainers
- Experience in project implementation
- Experience in Congo Basin beneficial
- Ability to manage enforcement databases
- Proven capacity in institutional relationship building

Skills and competencies

- Strong communication skills - both written and verbal (English and French) as appropriate for the needs of the audience
- Culturally aware and able to work effectively in various cultural environments
- A team player but also very capable of working with minimal supervision
- Ability to develop high quality and locally appropriate protected area management plans
- Strategic planning and capacity assessment skills for effective law enforcement approaches
- Thorough understanding of both legal and intelligence management systems especially concerning sensitive intelligence
- *Adheres to WWF's values, which are: Passionate & Optimistic, Challenging & Inspiring, Credible & Accountable, Persevering & Delivering Results.*



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V. Working Relationships:

Internal

Works closely with law enforcement officers, field programmes coordinators, as well as National and Regional Conservation Directors in order to provide technical support to the country programme office with the development of up-to-date, effective and efficient law enforcement.

External

The position will require close collaboration and partnership with national government and inter-government agencies as well as with national and regional NGOs involved in law enforcement in the country

Prepared by Supervisor: _____ Date: _____

Reviewed by HR _____ Date: _____

Approved National Director: _____ Date: _____

Accepted by Staff member: _____ Date: _____