



## Technical Specialist, Illegal Wildlife Trade, Liberia

“In the past century FFI has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,  
FFI Vice-president

# Fauna & Flora International

Fauna & Flora International (FFI) saves species from extinction and habitats from destruction, whilst improving the livelihoods of local people. Our guiding principles are to work through local partnerships, act as a catalyst for change, and make conservation relevant decisions based on sound science. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

## Africa Programme

Working closely with local partners, FFI's Africa Programme currently supports operations in 14 countries in West, Central, East and Southern Africa, and is implementing a range of projects focused on both terrestrial and marine species and habitat conservation, biodiversity planning, protected area management, institutional development and capacity building, sustainable use and community-focused wildlife management initiatives.

To achieve its mission in Africa, FFI uses different approaches to work with and alongside local partners to focus on the sustainable use and management of natural resources as a means to effective conservation in the long-term. In all its projects in Africa, FFI seeks to:

- Build and support local partnerships with African conservation and community development organisations
- Strengthen institutions to bring sustainability and added value to projects
- Maintain long term presence and relationships
- Reconcile conservation goals with the needs of local people
- Incorporate sound science in decision-making

## West Africa Programme

In West Africa, FFI's work is currently made up of a cluster of projects in Guinea and Liberia, with transboundary elements between these two countries at FFI sites, and with partner sites in Sierra Leone and Cote d'Ivoire. These FFI and partner projects all have the same broad aim of conserving threatened species focusing on western chimpanzee (CR), pygmy hippopotamus (En), African elephant (Vu), black-bellied, white-bellied and giant ground pangolin (Vu), along with forest conservation initiatives such as REDD+.

Liberia and Guinea are home to large remaining intact sections of Upper Guinean Forest rich in endemic and threatened species not found elsewhere. These forests and the wildlife they support are at risk from extreme and immediate threats, such as poaching, itinerant agricultural expansion and mining. Furthermore, there are a number of extractives and infrastructure developments within the landscape that represent an opportunity to influence industry to ensure positive outcomes for conservation.

FFI currently implements conservation projects with a strong focus on the sustainable use of natural resources that are funded through a range of both philanthropic and statutory sources. We are looking to build on this to deliver conservation at large landscape scales across the region.

# FFI and Wildlife Trade

FFI has been addressing the issue of illegal wildlife trade – directly and indirectly – for much of our history. Our practical, field-based approach has focused on putting in place effective measures on the ground to safeguard wild populations of key species from poaching for illegal trade. In the past two decades, this crime prevention work has evolved and expanded to counter the growing threat from wildlife trafficking. By strengthening crime prevention at source, building capacity and support for law enforcement and prosecution, and influencing policy makers, governments, consumers and corporations, FFI is taking active measures to end global wildlife crime.

With strategic direction from FFI's Wildlife Trade team, we focus on promoting smarter enforcement that is effective in preventing crime in the longer term. We place particular emphasis on building local community participation in, and support for, wildlife guardianship and law enforcement, as well as championing local rights to use and benefit from wildlife resources, and working to reduce human-wildlife conflict. We believe that developing capacity and leadership across multiple sectors is key to building sustainable solutions, and place strong emphasis on building capacity, improving cooperation and encouraging information sharing in order to combat illegal wildlife trade.

## The Opportunity

FFI is seeking an experienced conservation professional to fulfil the role of Technical Specialist Illegal Wildlife Trade, Liberia, assuming responsibility for the implementation and day to day management of a DEFRA Illegal Wildlife Trade (IWT) Challenge Fund grant, in conjunction with co-financing, to develop a programme of work addressing IWT in Liberia and its neighbouring countries. The Liberia programme sits at the heart of our work in West Africa and provides the hub from which this project is being implemented. This is a truly exciting time to be joining FFI Africa programme and to be part of the expanding FFI Wildlife Trade Initiative, contributing to the development of a regional programme strengthening and expanding our response to unsustainable wildlife trade in the region.

You will have a strong track record in tackling Illegal Wildlife Trade or related issues, project management and capacity building. Strong leadership and people management skills are essential to the role to ensure a professional and motivated team that delivers effectively against project aims, objectives and timelines.

You will be skilled in providing strategic advice and technical input to the design, development, implementation, evaluation and reporting for IWT projects, and have advanced skills in the implementation of relevant responses to IWT, including the development and delivery of training materials and courses to strengthen law enforcement and a high proficiency in the tools used in the collation and management of IWT data. The role also requires a skilled and credible communicator, who is confident in developing and managing relationships with partner organisations and relevant stakeholders, in particular, government agencies.

In return, the role offers the opportunity to work within an international, impactful and ground-breaking organisation, at the forefront of global conservation.

# Terms and Conditions

<b>Start Date:</b>	As soon as possible
<b>End Date:</b>	30 April 2022 (with potential to extend subject to business need and funding availability)
<b>Probation Period:</b>	Six months
<b>Salary:</b>	Circa USD 33,000 per annum
<b>Location:</b>	Monrovia, Liberia with regular travel to FFI's field sites in the north-west and south-east of Liberia as well as other locations, as required.
<b>Benefits:</b>	For international appointments, FFI expatriate benefits will apply.
<b>Hours of Work:</b>	This is a full time position, working 40 hours per week. These hours may vary depending on the requirements of the job in the field and may often include working on weekends

NB: This is an unaccompanied position

## Job Description

<b>Job Title:</b>	Technical Specialist, Illegal Wildlife Trade (IWT) – Liberia
<b>Reporting to:</b>	Country Manager, Liberia
<b>Key Relationships:</b>	Landscape Managers, Liberia and Guinea Technical Specialist, Species Conservation, Liberia Livelihoods & Governance Coordinator, Liberia Finance & Administration staff, Liberia Grant and Development Manager, West Africa Wildlife Trade team, UK

### **Purpose:**

The Technical Specialist, Illegal Wildlife Trade (IWT) is to lead and develop FFI's approach to site, corridor and wider landscape protection through strengthening and promoting effective illegal wildlife trade interventions and law enforcement. This post will focus on two main regions in Liberia (NW and SE), including transboundary forest areas, but will also cover other areas outside these landscapes with high prevalence of IWT, especially Monrovia and environs. You will be responsible for delivering on the overall project goal to strengthen Liberia's law enforcement capacity to respond to IWT, by:

- Strengthening IWT intelligence gathering and enforcement capacity
- Facilitating dialogue for all FFI's illegal/sustainable trade and law enforcement related

activities within and across these regions

- Building stakeholder capacity to combat national and transboundary IWT and identify appropriate mechanisms that will improve the current situation and empower communities and local traders
- Increasing public awareness of IWT laws and legislation
- Promoting and sharing best practices to inform relevant working groups, organizations and institutional partners and enhance regional and national policies and strengthen trade and legal governance systems

### **Main Responsibilities:**

#### **Capacity Building for law enforcement/ reduction in illegal wildlife trade:**

- Conduct capacity needs assessment for park staff and other law enforcement agencies, community forest guards, community eco-assistants and biomonitoring teams and develop training plans
- Build the capacity of project stakeholders (including FDA staff) in tackling IWT through provision of relevant training, awareness raising and technical support as required

#### **Technical Requirements**

Working closely with the West Africa programme and Wildlife Trade Initiative:

- Provide technical advice and support to Liberia and Guinea team members, partners and collaborators, specific to tackling IWT in line with and acting as a conduit for FFI's institutional experience and expertise
- Work closely with the Wildlife Trade team in order to contribute to the strategic development of FFI's approaches to addressing IWT across FFI's project sites and partner network in Liberia and its neighbouring countries
- Collage data/information and provide guidance on selected illegal trade chain projects, illegal trade and confiscations and activities from Liberia
- Identify and develop gaps and opportunities to strengthen FFI's response to IWT in Liberia and beyond that bring together coordinated partner action at national and regional level and that align with our approach and IWT Strategy
- Identify, engage and mentor relevant FFI staff, partner staff and students in emerging issues and opportunities of relevance to wildlife trade for FFI regionally and its partner network
- Oversee deployment of law enforcement patrols within each landscape and analyse results, including working to enhance GIS outputs
- Support the National Park staff management to ensure regular reporting, monitoring and evaluation of park management activities, particularly anti-poaching patrols and threat assessments
- Alongside the Technical Specialist, Species Conservation, support threat assessments within and across the two landscapes
- Work with the wider partnership teams to sensitively address threats to the forest ecosystem, including sustainable use of natural resources, human/wildlife conflict and illegal wildlife / bush meat trade and support the development of appropriate and effective mitigation strategies in collaboration with project stakeholders

## **Partner Relations**

- Collaborate with and motivate FDA and other relevant local, national and regional partners
- Ensure alignment and good relations are upheld with partner NGOs operating in the landscape
- Represent FFI at various national and regional fora and networks including but not limited to the Law Enforcement Sub-Committee and Elephant Emergency Committee of the Species Working Group Liberia, Law Enforcement Technical Committees of the Tai-Grebo-Sapo and Ziama-Wonegizi-Wologizi Transboundary Steering Committees etc.
- Help to increase understanding amongst government, inter-government, private sector and civil society representatives around anti-trafficking approaches (carrots and sticks), for rapid impact on the ground
- Build a team approach and ensure cooperation between local communities, commercial stakeholders and local and international conservation organisations within and between the two regions
- Liaise with local and regional anti-poaching/illegal trade/ law enforcement advisers/ organisations to ensure joined up work on the ground

## **Fund Management**

- Manage and administer selected funds on a day-to-day basis, working with the Africa team (in Liberia and in Cambridge), implementing partners and key stakeholders. This involves:
  - Regular budget monitoring with partners/sub grantees to ensure timely and effective expenditures
  - Timely submissions (i.e. invoices and transfer requests) to ensure appropriate cash flow
  - Compliance with FFI's systems, policies and procedures and Delegation of Authorities
  - Compliance with Grant Agreement requirements (including co-financing, procurement and sub-grant requirements)
  - Contribution to donor reporting (both technical and financial), ensuring reports are delivered to a high standard, on time and in accordance with donor requirements

## **Other**

- Work as an active member of the Liberia and wider Africa team and attend Liberia, and Africa team meetings as required
- Support and contribute to a community of practice for wildlife trade coordinated by the FFI Wildlife Trade Initiative.
- Provide technical input, where appropriate, on other work undertaken by the Africa programme
- Work in full compliance with FFI protocols, ensuring work is done to high quality and within budget
- Undertake any other activities that you may, from time-to-time, be asked to perform by the line manager, commensurate with your skills and experience

# Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Relevant technical skills in developing relevant responses to illegal wildlife trade</li> <li>• Excellent project management skills with proven experience in project implementation, impact monitoring and evaluation</li> <li>• Strong interpersonal and networking skills, including ability to communicate with a wide range of stakeholders</li> <li>• Proven ability to assess capacity, mentor and develop skills of project staff and other partners</li> <li>• Excellent written and oral communication skills (in English), including proposal writing, report writing and delivering presentations</li> <li>• Ability to convey FFI's work with confidence and credibility and act as a focal point for FFI-Liberia's work on tackling illegal wildlife trade</li> <li>• Strong organisational skills, with structured and methodical approach to work and a clear focus on results</li> <li>• High proficiency in standard word processing, spreadsheet, data collation &amp; management, and database programmes, including Microsoft Office Package</li> <li>• Excellent financial management and numeracy skills</li> </ul>	<ul style="list-style-type: none"> <li>• Good working use of French language</li> <li>• GIS and mapping skills</li> <li>• First Aid skills especially in remote wilderness areas</li> <li>• Ability to drive a 4-wheel vehicle</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Advanced degree or equivalent in a relevant discipline (e.g. social sciences, natural resource management, wildlife trade, criminology)</li> <li>• Substantial professional experience in international conservation or a related field, predominately tackling illegal wildlife trade or related issues</li> <li>• Proven record and experience in building capacity to strengthen law enforcement for countering illegal wildlife trade or demonstrably related security issues – including development and delivery of training materials and courses</li> <li>• Experience of working in partnership with government agencies, local civil society</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working in Liberia and or the wider West African sub-region</li> <li>• An understanding of key issues impacting conservation in Liberia</li> <li>• Proven track record of working successfully with government counterparts, preferably in Africa</li> <li>• Experienced in the application of SMART monitoring and law enforcement techniques</li> <li>• Knowledge of biodiversity monitoring techniques</li> </ul>

	<ul style="list-style-type: none"> <li>and international organisations, and of collaborative projects</li> <li>• Good understanding of international conservation and NGOs</li> <li>• Experience of working in a developing country</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of community development programmes</li> </ul>
<b>Behavioural qualities</b>	<ul style="list-style-type: none"> <li>• Ability to build positive organisational relationships within a multinational team</li> <li>• Commitment to FFI's culture and values</li> <li>• Rigorous and diligent approach to work</li> <li>• Ability to work under pressure and to deal with challenges in a positive way</li> <li>• Ability to lead the project independently in a remote setting with logistical constraints</li> <li>• A good understanding of the need for effective information sharing, collaboration and learning for conservation</li> <li>• Proven ability to work effectively as part of a team</li> <li>• Ability to maintain a high level of confidentiality and discretion at all times</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness and ability to travel regularly and at short notice within Liberia and occasionally other regions</li> <li>• Willingness and ability to travel internationally when required</li> </ul>	

## FFI Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which FFI is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are supportive & respectful
- We get things done

## How to Apply

Applications, consisting of a covering letter explaining why you feel you should be considered for this post, a full CV (tailored to the role as advertised, highlighting relevant experience and achievements) and contact details for two referees (who will not be contacted without your permission) should be sent to [africajobs@fauna-flora.org](mailto:africajobs@fauna-flora.org)

Please mark your application '**Technical Specialist, Illegal Wildlife Trade, Liberia**'.

The closing date for applications is **10 January 2021**.

Interviews are expected to be held during the weeks commencing **18 January and 25 January 2021**.

Candidates selected for interview will be contacted by email or telephone – please specify your preferred method of contact in your covering letter and indicate where you saw the position advertised.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

## Applicants with Disabilities

FFI encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Jade Bedwell, HR Officer, FFI, on Tel: +44 (0)1223 749044 or Email: [jade.bedwell@fauna-flora.org](mailto:jade.bedwell@fauna-flora.org).

FFI values diversity and is committed to equality of opportunity