JOB DESCRIPTION

Position title: Programme Manager - Illegal Wildlife Trade

Directly report to: Conservation Director, WWF-Cambodia

Technically report to: Regional Lead for Wildlife and Wildlife Crime, WWF-Greater Mekong

Supervises: Consultants, as needed

Location: Phnom Penh, Cambodia

Date: August 2021

I. Background

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

The IWT in Cambodia is often attributed to its proximity to Viet Nam and other countries that are creating demand for IWT products. In particular, the cross-border trafficking and demand for wild meat and other IWT products originating from Viet Nam and to some extent from within Cambodia threaten numerous species in the WWF priority Easter Plains Landscape (EPL). Tiger Reintroduction is planned to take place in this landscape and therefore the current thrust is to shut down IWT and cross-border trafficking that drive the poaching in the protected areas of EPL.

The WWF network is currently implementing its flagship “Closing down Asia’s elephant ivory markets” Initiative. 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 illegal trade in ivory in the countries of the Greater Mekong region (Myanmar, Thailand, Laos, Cambodia, and Vietnam) has increased, often catering to the travelers from China. The plan for WWF offices under the Ivory Initiative 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 Initiative 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 elephant 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.

II. Main Function

The IWT Programme Manager leads the efforts to combat IWT in Cambodia, including strategies to deal with wildlife trade that drives poaching at source, curtailing wildlife trafficking, and reducing consumer demand for wildlife in Cambodia, with a particular focus on EPL. She/he also leads the implementation of the action plan developed under the WWF Ivory initiative for closing down elephant ivory markets in Cambodia. This includes supporting training on ivory ban awareness and law enforcement operations for government agencies, actions for enhancing prosecution of wildlife crimes, conducting ivory and IWT market surveys, and organizing demand reduction campaigns.

Major Responsibilities
- Lead the Ivory Initiative work plan implementation in Cambodia, in coordination with the Ivory Initiative 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;
- Engage tourism and travel sector in Cambodia to make their practices wildlife conservation friendly and deter promotion of IWT and tourist purchases of wildlife products;
- Establish and build positive relations with relevant agencies and government officials in Cambodia on ending IWT and wildlife trafficking;
- Lead an advocacy push and develop an action plan to convince the government of Cambodia to adopt policies and actions that end 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;
- Provide regular update on the progress of wildlife crime investigations and prosecution cases in Cambodia as pertaining to IWT;
- Other tasks aligned with WWF Cambodia’s IWT programme, with a special focus on cross-border trafficking and trade in EPL.

III. Working Relationships

1. Internal
   - **WWF GMPO:** Work closely with the GMPO Regional IWT Program Manager and Ivory Initiative Coordinator, Regional Wildlife Lead, Eastern Plains Landscape Manager, PA & LE Manager, Technical Advisors and other conservation programme staff, Conservation Director, Technical Advisors at regional level, and IWT teams in the Greater Mekong countries
   - **WWF Network:** Relevant WWF donor offices, WWF International, relevant Network Initiative teams

2. External
   - Interact with Government, partners, communities, consultants, other NGOs active in Cambodia (e.g. WCS, FFI, Birdlife, Conservation International, Wildlife Alliance)

IV. Requirements

1. **Education and Qualification**
   - Master’s degree in natural resources management, environmental or conservation management, and wildlife trade

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 and reporting tools e.g. SMART

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

4. General Skill
- Investigative skills including evidence collection
- Training 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

5. Technical Skill
- Investigations and building cases for court presentation
- Report and project proposal writing
- Research, Analysis, and Monitoring

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 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:
   - Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
- Adheres to WWF's brand values: Knowledgeable, Optimistic, Determined and Engaging;
- Demonstrates WWF behaviours in ways of working: strive for impact, listen deeply, collaborate openly and innovate fearlessly.

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.