JOB DESCRIPTION

Position title: Protected Areas and Law Enforcement Lead, USAID-Viet Nam Biodiversity Conservation program

Reports to: Chief of Party, USAID-Viet Nam Biodiversity Conservation program

Technically report to: Conservation Director, WWF-Vietnam

Supervises: Relevant consultants when needed

Duration: November 2020 – July 2025 (with potential extension)

Location: Hanoi or Hue, Vietnam

I. Background

WWF was one of the first International non-government organizations working in Vietnam. In 1985, WWF began working on a national conservation strategy and since then has worked closely with the Vietnamese Government on a diverse range of environment issues and implemented field activities across the country. Find out more at http://vietnam.panda.org/. WWF recognizes that its employees are its most important asset. A competent workforce, thoroughly trained, properly motivated, and bound together by mutual trust and common objectives is crucial to the success of WWF.

While Vietnam is recognized as one of the world’s most biodiverse countries, decades of illegal logging, wildlife trade and agricultural conversion have led to staggering losses of natural forest and wildlife, with some species on the edge of extinction. Beyond these losses, forest crimes undermine the rule of law and sustain poverty of vulnerable minority communities, endanger vital ecosystem services and tarnish Vietnam’s global reputation. Additional investment is critical to secure remaining strongholds of intact forest and wildlife populations in Special-use Forests (SUF) and Protection Forest (PF), which form the backbone of Vietnam’s protected forest system, and these interventions must be rooted in the local context and address threats in an integrated and holistic way if they are to be successful.

The “USAID Biodiversity Conservation” activity is a 5 years program starting from July 2020 to July 2025. The project aims to maintain and increase forest quality as well as protect and stabilize wildlife populations in five high conservation value provinces (Quang Binh, Quang Nam, TT Hue, Quang Tri, and Lam Dong). The project targets ten special use forests and at least five protection forests, linking forest management units across the landscape to maintain forest cover and connectivity of habitats vital for the protection of Vietnam’s threatened and endemic species.

The position of Protected Areas and Law Enforcement Lead is vital for, and leads on, delivering the project objectives under Strategic Approach 2: Strengthen Management of Special-use and Protection Forests and Strategic Approach 3: Increase Functionality of Law Enforcement Systems for Forest and Wildlife Crimes

II. Major Functions:

The Protected Areas and Law Enforcement Lead (PA/LE Lead) reports to the Chief of Party, technically reports to Conservation Director, and is responsible for technical management and thought leadership of Strategic Approach 2 and 3 including support of provincial team members engaged in these Strategic Approaches. This role will ensure the integration of SUF/PF forest management, biodiversity monitoring, species conservation, and law enforcement approaches both within and outside the protected forests. They will also lead a project-wide law enforcement approach to ensure forest rangers, Forest Protection Departments (FPD) under the Department of Agriculture and Rural Development (DARD), local communities, police, environmental police, prosecutors and judiciary are engaged, coordinated and delivering effective law enforcement to increase detections, arrests, prosecutions, and convictions.

The ideal candidate for this position will have extensive experience supporting improved protected area management and deployment of law enforcement approaches, including prosecutorial, in relation to natural
resource management. With an understanding of how to engage communities in natural resource protection and co-management arrangements, the candidate will preferentially understand Vietnamese legal frameworks. The candidate should have at least 10 years of applied work experience in this area.

III. Major Duties and Responsibilities:
The Protected Areas and Law Enforcement Lead key roles and responsibilities include but are not limited to the following:

- Lead responsibility for ensuring improved Special-use Forest and Protected Forest governance and management including putting into place Sustainable Forest Management Plans, SMART patrolling and capacity assessments (METT/COPS) and training;
- Develop context appropriate and sustainable models for community-based patrolling in SUF and PF estates which contribute to improved conservation outcomes and local community stewardship and which are supported through sustainable financing mechanisms (e.g. PFES);
- Institutionalize formal/informal community co-management models with protected area and provincial management authorities;
- Support the process and delivery of certification of at least two Green Listed protected areas within the project domain;
- Lead development of a pilot protected area performance tracking and reporting system;
- Coordinate the oversight of a Species Conservation Fund for high value species including in-situ and for ex-situ approaches;
- Lead assessment development of law enforcement capacity and functional gaps and develop plans to increase capacity and coordination between agencies in target provinces;
- Harmonize a project wide law enforcement approach to ensure forest rangers, FPD/DARD, local communities, police, environmental police, prosecutors, and judiciary are engaged, coordinated, and delivering effective law enforcement resulting in increased detections, arrests, prosecutions, and convictions;
- Develop and implement law enforcement approaches and trainings which focus on situational crime prevention;
- Oversee investigative work and reporting on illegal wildlife and timber trade supply chains from source to consumer;
- Deliver increased arrests, prosecutions and convictions for wildlife and forest crime in target provinces;
- Drive action for improved public reporting and enforcement response of wildlife crimes;
- Provide input into project documents including quarterly and annual reports, AMELP and annual workplans;
- Contribute to review, learning, adaptation, and reporting by the project as part of the senior management team;
- Performs other duties as requested by the Chief of Party or his/her designate.

II. Profile:

Required Qualifications

- Higher degree in conservation-related field or natural resource governance/law enforcement;
- At least 10 years of applied working experience in protected area governance and law enforcement mechanisms;
- Fundamental understanding of protected area governance mechanisms and extensive experience in supporting improved governance, including engagement of local communities, and management capacity for effective conservation;
- Deep understanding in the application of systems in protected area planning, protection, performance monitoring and reporting and adaptive management, (e.g. Sustainable Forest Management Planning, Green Listing, SMART, COPS, METT);
Experience in assessing law enforcement capacity and systems and in engaging, supporting, capacitating and mobilising multi-agency enforcement teams;

- Expertise in development of co-management mechanisms for local communities and in mobilising local communities in forest and wildlife protection activities;

- Understanding of the theory and application of cutting-edge enforcement techniques to take a crime prevention approach to increase return on investment and reduce the need for hard law enforcement forest patrol-based approaches within and around protected areas, including conservation criminology methods such as situational crime prevention and PIVOT;

- Understanding of wildlife and illegal timber supply chains, approaches for investigative work to identify trade flows and kingpins, evidence collection and approaches to support procuracy and courts in prosecution and conviction of conservation related crime;

- Expertise in the application of safeguards, including FPIC, in relation to law enforcement and protected area management;

- Background in biodiversity and forest monitoring and wildlife translocation an advantage;

- Excellent understanding of Political, Economic, Social, Technology, Legal and Environment (PESTLE) contexts in Viet Nam will be an advantage;

**Required Skills and Competencies:**

- Strategic and innovative thinking

- Presentation, communications, public speaking and negotiation skills

- Networking and interpersonal skills

- Fluency in written and spoken English

- Adhere to WWF’s values: Knowledgeable, Optimistic, Determined and Engaging

- Respective Competencies: WWF Focus; External Orientation; Delivery quality outcomes; Building working relationships; Communicate effectively.

**III. Working Relationships:**

**Internal:** Works closely with provincial coordinators and strategic approach managers for protected areas and law enforcement in each province within the USAID project domain. Also works closely with CarBi II Project Director and protected area and law enforcement staff to ensure cross-collaboration and synergy. Works closely with Social Policy and Safeguards Manager to ensure all PA and Law Enforcement activities comply with the safeguards framework. Works with partnering technical teams from IUCN in the Green Listing process in identified national parks and the ENV team on illegal trade assessments and enforcement activities including engagement with judiciary in the target landscapes. Provides technical input into FFI work in Quang Binh province to ensure project logic is consistent across partners and sites. Provides input, coordination and integration of issues relating to conservation criminology application in coordination with GWC and partners. Provides input into research activities relating to law enforcement effort and impact with IZW.

**WWF Network:** Liaise closely with WWF-US technical staff in Forest and Wildlife as well as the broader WWF Network Wildlife and Forest leadership including at Greater Mekong and global levels.

**External:** Works extensively with central and local government partners responsible for law enforcement and protected area management including Management Boards, DARD/FPD, Environment Police, and Judiciary. Supports engagement with local communities in buffer zones around target protected areas. Engages with other International NGOs and national CSOs working on law enforcement and protected area management in Vietnam.

*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.*