I. Mission of the Department:

The Dzanga Sangha Protected Areas complex (DSPA) is a 4,450 km² area, comprising the Dzanga Sangha Dense Forest Special Reserve with its various community use and other zones, and the Dzanga Ndoki National Park. This area is home to spectacular large mammals such as forest elephants, lowland gorillas and chimpanzees, bongo, buffalo, sitatunga, giant forest hogs and as well as a large variety of monkeys and duikers. The area is also home to exceptional diversity in other taxa.

WWF is supporting the Government of CAR to manage DSPA both to conserve its exceptional biodiversity and to promote the sustainable management of natural resources for the well-being of nearby human populations.

The DSPA administration and WWF take a multi-disciplinary approach to management of this important area, including developing and managing infrastructure, human and financial resources; conservation through surveillance and anti-poaching activities; income generation via tourism through a primate habituation programme focused on lowland gorillas as well as other tourism activities; and sustainable rural development to take pressure of natural resources and sustain livelihoods.

DSPA is part of the recently inscribed Sangha Tri-National (TNS) World Heritage Site. The TNS is made up of three national parks (Dzanga Ndoki in CAR, Lobeke in Cameroon and Nouabale Ndoki in the Republic of Congo) and their buffer zones. The protected area managers and their key partners work together to manage the TNS.

The conservation department’s mission is to ensure the protection and conservation of DSPA’s biodiversity. It is responsible for managing the 40 ecoguards, and the conservation trackers and porters and implementing anti-poaching and law enforcement activities. The department also contributes to planning and implementing trans-boundary anti-poaching patrols and contributes to the operations of the TNS anti-
The WWF team based in Bayanga providing support to the DSPA consists of a Principal Technical Advisor, a Technical Advisor for Conservation (this position), a Primate Habituation, Research and Tourism Advisor, a Community Development Technical Advisor as well as different support staff for logistics, finances and administration; WWF also has a national office in Bangui.

II. Major functions:

- Provide technical assistance, oversight and leadership to the conservation activities of WWF-DSPA
- ensure effective and efficient protection of DSPA natural resources and transfer technical and managerial knowledge and experience to the Park Warden (Conservateur) and other conservation programme staff
- Assist the WWF PTA in delivering the broader goals of WWF and DSPA in line with WWF’s and Sangha Tri-National landscape (TNS) conservation strategies.

III. Major duties and responsibilities:

The TAC has two major duties:

1. Ensure effectiveness of the Dzanga-Sangha conservation programme (70% effort):
   - Coordinate the finalization and regular update of the anti-poaching and law enforcement strategy for DSPA,
   - Work as counterpart and technical advisor to the Park Warden to plan, manage, monitor and report all aspects of anti-poaching and law enforcement in DSPA and participate in effective operation of day-to-day field operations;
   - Together with the Park Warden and other senior staff, ensuring the following:
     - Strategic patrol planning for DSPA;
     - Data collection and storage for monitoring systems such as MIST and later SMART;
     - Adaptive management of patrols programme on basis of bio-monitoring, MIST and other data;
     - Production of patrol reports in a timely manner, with clear maps, standard indicator data (man-days, time, route, observations, evidence of illegal activities etc.)
     - Inventory, management, maintenance and replacement of conservation equipment, including security surveillance and communication equipment;
     - Development of a working rapport with local communities through collaboration with informants,
   - With the Park Warden and wildlife law enforcement partner (RALF), develop and implement an informant network system as per WWF standards, leading to investigations and arrests.
• Work with key DSPA and WWF personnel on-site, in Bangui as well as in Yaoundé, to maintain clear communication lines in cases of arrests of high level or dangerous poachers/traffickers and in case of other threats;
• Actively collaborate with TNS partners on the development and implementation of anti-poaching strategies, law enforcement and other conservation-related activities
• Provide input for the State of Conservation reports and other relevant information in relation to the World Heritage Site status.
• Identify training needs and developing proposals and budgets accordingly to ensure that conservation programme staff receives appropriate training.

2. Programme oversight, planning, monitoring & evaluation and management (30% effort):
• Contribute to the development of annual projects work plans, funding proposals, budgets and technical reporting;
• Plan for expenses for the conservation programme, on a quarterly basis or more frequently as necessary;
• Assist the PTA to ensure accountability of Programme funds according to project planning and contractual obligations in collaboration with the Finance and Administration Manager
• Help ensure reporting as defined by project contracts/agreements and WWF Programme Management standards.
• Contribute to the implementation of the DSPA Management Plan and contribute, when appropriate, to research, development and conservation-related education programmes;
• Assisting in other aspects related to the TNS landscape, including programmes related to RAPAC, USFWS and TNS.

IV. Profile:
Required qualifications
• Minimum of a MSc in a conservation or environmental management related field;
• Substantial experience working with conservation organizations;
• Considerable field experience in Africa, ideally in Central Africa, preferably in a tropical forest environment.

Required skills and competencies
• Knowledge of wildlife laws and legal procedures linked to law enforcement
• Practical experience of forest, wildlife and protected area management and monitoring; environmental law enforcement;
• Knowledge of Geographic Information Systems (GIS) for analysis capacity of data originating from law enforcement activities
• Strategic planning abilities - particularly ability to use spatial data and hands on field knowledge to plan conservation and law enforcement activities
• Ability to act proactively to reduce threats to wildlife and people, as well as to improve the impact of conservation activities
• Fluency in French; good knowledge of English is an advantage.
• Adhere to WWF’s values: Knowledgeable, Optimistic, Determined and Engaging.

V. Working relationships:
Internal: DSPA Park Warden and National Director, other DSPA staff, WWF Technical Advisors in DSPA, National Coordinator, Finance & Administration Manager, WWF-CAR office, WWF regional teams and WWF Network
External: local and regional authorities, RALF team, community representatives, commercial partners, Sangha Tri-National partners, and donor representatives.

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.