



## **TERMS OF REFERENCE FOR CWC ADVISOR**

**Job title:** Counter Wildlife Crime Advisor

**Place of performance:** Uganda

**Nature of engagement:** Short Term Technical Assistance (STTA)

**Reports to:** Chief of Party

### **Position Background and Description**

Wildlife Conservation Society (WCS), with funding support from the United States Agency for International Development (USAID), is implementing the USAID/Uganda Combating Wildlife Crime (CWC) Activity (“Activity”) in partnership with the African Wildlife Foundation (AWF), Natural Resources Conservation Network (NRCN) and Royal United Services Institute (RUSI). The goal of this activity is to reduce wildlife crime in Uganda. WCS intends to engage a Counter Wildlife Crime Advisor on a short-term technical assistance (STTA) basis to serve as the principal advisor to the CoP on matters relating to best practices in combating wildlife crime, transnational illegal wildlife trade networks and biodiversity conservation, including ensuring that the activities are in line with USAID’s biodiversity policy.

### **Job Summary:**

The Counter Wildlife Crime Advisor will provide support to Counter Wildlife Trafficking initiatives in Uganda, conducting collection, assessment, evaluation and analysis of information to develop an in-depth understanding of wildlife crime of our priority species and illegal logging to guide interventions by Uganda government partners, law enforcement and counterparts.

### **Major Responsibilities:**

- Provide technical support and advisory to the Uganda country program toward building an effective and efficient program on Countering Wildlife Trafficking (CWT).
- Work closely with WCS regional CWT to support the Chief of Party staff to develop systems and protocols for the government of Uganda institutions involved with CWT.
- Produce regular information and intelligence reports about wildlife trafficking in the East African region.
- Identify, develop, and help the Ministry of Tourism, Wildlife and Antiquities to manage existing and new partnerships with regional law enforcement institutions and NGO partners involved with CWT.
- Conduct targeted research on priority issues including emerging markets of CWT at the national, regional, and global scale to inform WCS Uganda Country Program strategy on Combating Wildlife Crime.
- Participate in grant proposal writing focused on CWT.

### **Required skills and experience**

- A Bachelor’s or Master’s (preferred) with a strong background in criminology, wildlife management, law enforcement with a natural resource background, intelligence analysis, and political ecology.

- Experience and interest in research, analysis, and/or targeting of crime, and/or wildlife crime, policing, intelligence or criminology.
- Knowledge and understanding of criminal justice processes in Uganda.
- A very clear ability to communicate with a wide variety of individuals, to show empathy, and to be able to make rapid assessments of various character traits and emotions to enable accurate reporting and effective management of sources of information.
- The capacity to acquire and use new, complex skills in a short space of time.
- A positive attitude, combined with strong diplomatic skills is obligatory – applicants must be at ease liaising with a wide variety of law enforcement and government personnel with whom they will be expected to develop strong, trusted working relationships.
- Ability to communicate effectively within cross-cultural teams of varied capacities, both orally and in writing, in working out solutions to problems or questions related to the work, writing clear and concise intelligence products, and delivering written and verbal presentations.
- Familiarity with usual software systems and familiarity with mobile communications, internet communications and messaging applications of all types is essential.
- Understanding of government bureaucracy and culture is essential.

### **How to apply**

Interested individuals should submit their CV, cover letter and three (3) reference, referencing the position “CWC Project Coordinator” in the subject line to [wcsuganda@wcs.org](mailto:wcsuganda@wcs.org) and copy to [gmwedde@wcs.org](mailto:gmwedde@wcs.org). The deadline to receive complete applications is **31<sup>st</sup> March 2023, 11: 59p.m.** local time.

Only short-listed candidates will be contacted for interviews.

### **About WCS**

*The Wildlife Conservation Society is an international NGO headquartered at Bronx Zoo in New York City working to save wildlife and wild lands and to meet global challenges in over 50 countries in Africa, Asia, the Americas, and the world's oceans. The Africa Program is the largest of WCS's field programs, with approximately 1,100 staff in 12 country programs focused across four major regions (Central Africa, Sudano-Sahel, East and Southern Africa, and Madagascar and Western Indian Ocean). Our MISSION is to save wildlife and wild places worldwide through science, conservation action, education and inspiring people to value nature. Our VISION is a world where wildlife thrives in healthy lands and seas valued by societies that embrace and benefit from the diversity and integrity of life on earth. Our GOAL is to conserve the world's largest wild places in 16 priority regions, home to more than 50% of the world's biodiversity. Our VALUES are Respect, Accountability and Transparency, Innovation, Diversity and Inclusion, Collaboration, Integrity. WCS is an equal-opportunity employer dedicated to hiring and supporting a diverse workforce. We are committed to cultivating an inclusive work environment and look for future team members who share that same value.*