



## JOB DESCRIPTION

Position:	Director, Counter Wildlife Trafficking
Reports to:	Country Director, Uganda Program
Coordinates with:	Counter Wildlife Trafficking National focal points in East Africa, Madagascar & West Indian Ocean Region, and Global CWT field team.
Duty Station:	Kampala, Uganda

### Background

Wildlife trafficking is having a devastating effect on many species across the globe. Elephants, big cats, rhinos, pangolins, parrots, freshwater turtles and tortoises all face significant threats from trafficking due to the demand for them and their parts, fueled by other factors including weak governance and corruption. There is insufficient capacity among law enforcement agencies and officers, a lack of strategic, intelligence-led action against poachers and traffickers, low political commitment to address wildlife trafficking and corruption within the agencies.

WCS's approach to counter wildlife trafficking (CWT) globally embodies a long-term institutional commitment to CWT and the protection of landscapes critical for biodiversity. WCS has strong government relationships and a wealth of experience striving to stop wildlife trafficking in source, transit, and consumer countries around the world and we work with our government partners to address these challenges. In East Africa our efforts have focused on Uganda and Mozambique where we have launched pioneering collaborations with Viet Nam and China to facilitate disruption along the wider supply chain. WCS is achieving some success at other sites in East Africa and there is an opportunity to have greater impact if our efforts are better coordinated and grounded with law enforcement expertise.

### Position Objective

This position will strengthen WCS's response to illegal wildlife trafficking (IWT) in Uganda and Eastern Africa through the provision of high-quality technical assistance to the government of Uganda, specifically Uganda Wildlife Authority (UWA) and the National Wildlife Crime Coordination Task Force (NWCCTF), a consortium of security and law enforcement institutions in Uganda created by Ministry of Tourism, Wildlife and Antiquities. The CWT Director will provide technical expertise on intelligence collection and analysis, strategic support for capacity building and training of NWCCTF members, and support coordinated IWT and anti-poaching initiatives of the WCS Uganda Program in partnership with other WCS country programs and collaborative governments and NGOs involved with similar activities in the region.

### Core Responsibilities

- Lead the strategic development and implementation of IWT/CWT efforts for WCS Uganda, including specific coordination with WCS Mozambique.
- Coordinate WCS support for national/transnational investigations of wildlife trafficking and illegal trade in Uganda, providing overall leadership to intelligence gathering and investigations, ensuring adequate competency and safety of WCS staff.
- Work with key WCS CWT staff both in Africa and Asia to develop a system for regional case-tracking to enable greater understanding of our impact and effectiveness.
- Support the Uganda Ministry of Tourism, Wildlife and Antiquities to develop the National Strategy to Combat Poaching, Illegal Trade and Trafficking of Wildlife and Wildlife Products in fulfillment



of the East African Community member states commitment to operation the East Africa IWT/CWT strategy.

- Conduct needs assessments and provide strategic support for capacity building to government counterparts in core CWT competencies including development of Standard Operating Procedures, risk and safety management plans relating to intelligence gathering, investigations, operations and prosecution of wildlife crime.
- Support WCS Uganda to build capacity in IWT/CWT activities, as well as provide mentorship and technical oversight to country program staff working on wildlife trafficking.
- In coordination with the WCS country directors and regional staff, improve engagement on wildlife trafficking issues with regional governmental and inter-governmental partners through participation in relevant national, regional and global events and meetings, particularly those directly related to trade and wildlife crime such as INTERPOL, UNODC, CITES, WCO, and USG agencies operating in Africa (e.g., USFWS, DEA, DoJ, DHS, INL).
- Oversee implementation of WCS Risk/Safety policies and guidance with respect to IWT/CWT activities.
- Identify and contract short-term technical consultants to offer technical capacity building in areas that may require specialized skills and knowledge.
- Write technical reports for internal and external reporting.
- Support fund-raising efforts including existing and new sources via the provision of technical input to proposals, maintaining relationships with donors in collaboration with Uganda Country Director and Regional Director.

**Requirements:**

- Minimum of 10 years of experience in relevant sector/position (e.g. law enforcement, intelligence investigations, prosecution, IWT/CWT capacity building)
- Minimum of 3 years of experience in Africa, with an in-depth understanding of Uganda and its East Africa context.
- Demonstrated ability to develop effective relationships with government security and law enforcement institutions such as Uganda Police, Uganda Peoples Defense Forces, Customs, prosecutors and with international partners such as INTERPOL, UNODC, and NGOs.
- English language proficiency required, competency in an additional language used in East Africa preferred.
- Ability to communicate effectively with others, both orally and in writing, with experience writing clear and concise reports, and delivering written and verbal presentations.
- Solution-oriented, with experience solving problems in a collaborative manner with varied stakeholders.
- Good inter-personal skills and proven ability to work with teams of varied professional backgrounds.

Send a detailed CV, motivation letter and three referees by 30<sup>th</sup> August 2019 to [wcsuganda@wcs.org](mailto:wcsuganda@wcs.org) and copy to [snampindo@wcs.org](mailto:snampindo@wcs.org).