NAPA

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Do trees threaten us?

Thus stated, the question may seem preposterous. Because obviously, except for a few invasive species - and there are some, even amongst trees! - it is quite difficult to see how such a thing could happen. The trees around us are real rich ecosystems, full of fascinating biodiversity including, fungi, insects, birds... and they are beautiful, just beautiful.

Again, it is not nature which is to blame, but what one does with it. Yes, it is well known that trees have multiple essential functions for humans, that's clear. But they also provide paper. And paper is a mass destruction weapon against conservation.

Not always will you tell me: when used to disseminate knowledge and science about nature and how to better protect it, that's good. But when it becomes the support of an inflationary and useless bureaucracy, what should we say?

While everything is faster nowadays, thanks to technology, the time we spend in "red tape" continues to grow. Inside our big NGOs, conservationists have been gradually replaced by administrators. And administration has phenomenal power to generate by and for itself more and more administration. It's a vicious cycle that leads to having more and more secretaries, accountants, lawyers, auditors... which in turn will require more paperwork, to be validated, to be signed etc. Oh, for sure, they have a great role to play, no one will

contest that, but is this our primary function? Is it normal that, at the end of the day, most of our time is devoted to produce papers, besides purely rhetorical because obviously, they do not interest anyone. That we should, from morning to night, chase hypothetical signatories whom themselves must obtain permission before making any decision. This leads to an explosion of staff number, and more costs must be covered by increasing income, generating again more administration. Gradually, we see the people who believe in conservation leaving our NGOs, because they are not doing anymore what they are made for and because they find themselves submerged in a world that is no longer the one they want to belong to. Yes, they finally live in a hostile environment, surrounded by incomprehensible jargon.

If only it was just us, the BINGOs! But our partners, parks, consultants, small associations working in the field... all are going down the same spiral. To get any funds, even the smallest one, it is now necessary to formulate complex programs, provide indigestible tables filled with kilos of information disconnected most of the time of the matter of the funding... This discourages most good ideas, local, serious, practical, targeted solutions... which are so far from these sterile waffles. And those who remain in the race are those who have finally learnt to adapt, are able to produce any kind of proposal to any kind of donor, regardless of the subject matter as long as the boxes are filled. Is this really what we want?

Why mention this now? Well, because IUCN is engaging in preparing its 2017-20 four-year program which will be validated at the World Conservation Congress in 2016. This is now the time to reflect on the issues that will be at the heart

of our concerns for this period. It is time to decide priorities for our actions and it should be thought through carefully. This should also be the time to think about how to work better, more efficiently, more simply, more legitimately as to bring conservation at the center of our daily activities. It is not only the business of the secretariat, but it is also the responsibility of the members, commissions, experts from the Union to ask. And to achieve the set objective!

This month, the NAPA began our saga on the governance of protected areas in Africa. This issue quickly draws the overall context and future editions will be dedicated to the specific aspects of the different governance models namely: the private sector, and then governance by both the State and communities.

Papaco is also on Twitter
@Papaco_IUCN

22 African champions at the World Parks Congress: the book is now online!

All readers of the NAPA will remember that we managed to send 22 PAs champions coming from all over Africa to the WPC in November. The stories they tell us are now available in a single book downloadable on www.papaco.org

Don't miss that!

Capacity building on protected areas management: the 10th edition of our University Diploma has started in Ouagadougou…
Direction 4 of the Road Map for African Protected Areas

The 10th session of the University Diploma on PA management has started on the 9th February in Ouagadougou (Burkina Faso). Organized by IUCN-PACO, this training gathered 19 students coming from 8 different countries (Mauritania,

Senegal, Guinea, Côte d'Ivoire, Burkina, Niger, Togo and Benin). The training is done in French. If successful, the students will receive at the end of the course (8 weeks) a diploma awarded by the Senghor University in Alexandria

The next University Diploma will take place in Gabon, in April…

The 10th promotion of the UD in Ouagadougou – Feb 15

The Protected Areas Governance and Management Book is now available online!
All directions of the Road map for African PAs!

The Protected Area Governance and Management Book was officially launched at the IUCN Sydney World Parks Congress in November 2014 and is now available as an E-Book on-line through the Australian National University Press website at http://press.anu.edu.au/titles/protected-area-governance-and-management/ . Order forms for printed copies are also available at the ANU Press website. The E Book is available free. It is a true compendium text prepared by leading protected area experts and organizations and with its 992 pages, it deals with all aspects of protected area governance and management. It is a full color production, A4 in size, and will be downloadable as an I Pad or Kindle suitable format or as a pdf by chapter or for the entire book.

For those that would like to receive it in a printed form, the book will be available at actual cost of printing plus postage.

The French version will be prepared by IUCN-Papaco and should be available in the next few months.

Launch of the E-book during the WPC in Sydney

Governance of protected areas in Africa – a global review
Directions 1 to 3 of the Road Map for African PAs

With the support of the French Agency for Development (AfD), the Papaco is conducting a series of studies on governance of protected areas in Africa. The first one, conducted by the **World Conservation Monitoring Center (WCMC), is** *briefly summarized in this NAPA and covers the global context of PAs governance. In next editions of the NAPA, we'll come back on other studies that concern private governance, and governance by government or communities…*

See the full report on www.papaco.org

The present study provides an overview of the different protected area (PA) governance types that currently exist across Africa, as well as their contribution to preserve biodiversity, and the social, ecological and political contexts within which they are likely to operate.

1 - Distribution and some characteristics of different PA governance types in Africa

For the spatial analyses, data available in the World Database on Protected Areas (WDPA) have

been used, augmented by records from the ICCA (Indigenous and Community Conserved Areas) Registry, the Protected Area Management Effectiveness (PAME) database and additional data provided by the governments and NGOs from The Gambia and Kenya. The sites covered by the study correspond to the IUCN definition of a protected area and the four PA governance type categories defined by IUCN have been used to determine the governance types:

- Governance by government: governance by a government body (e.g. Ministry or Park Agency) at federal, state, sub-national or municipal level
- Shared governance: governance shared between entitled governmental and non-governmental actors
- Private governance: governance by an individual, cooperative, NGO or corporate
- Community governance: governance of indigenous peoples' areas and territories and governance of community conserved areas by local communities

The map here after shows the distribution of protected areas under different governance types in Africa, and highlights important areas of gap, with a better reporting of governance type found in East and Southern Africa than in West and Central Africa.
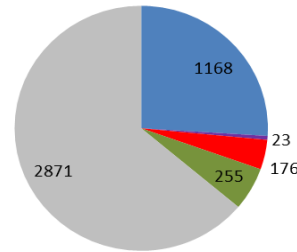

Legend
- Private
- Community
- Shared
- Government
- Not Reported
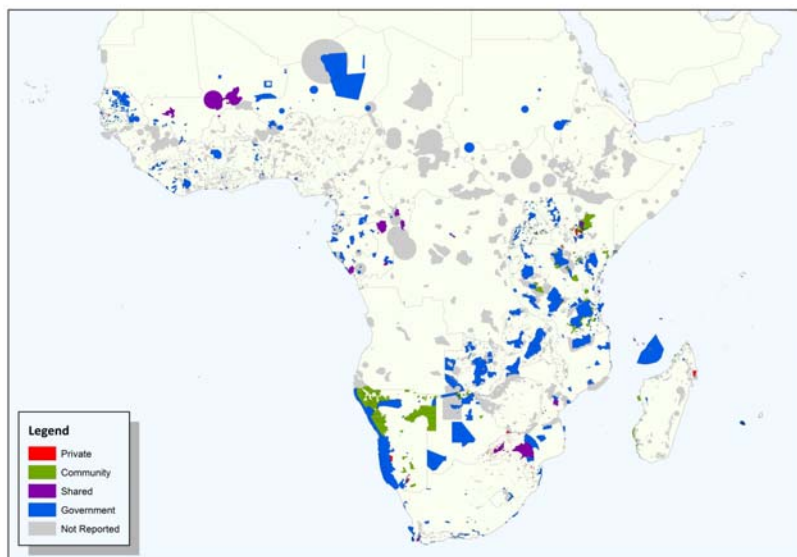
Protected areas in sub-Saharan Africa under different governance types.

The spatial analyses reveals that only a small percentage of protected areas have a reported governance type in sub-Saharan Africa (27.5% for a 37.9% coverage), with a greater proportion

reported in East and Southern Africa (36.1% for a 46.7% coverage) than in West and Central Africa (12.56% for a 23.1% coverage). Globally, over 50% of the PA with a reported governance are under state governance (which may reflects the reality or just be due to a best reporting for these PAs). This implies that the spatial analysis based on this dataset may overestimate the relative importance of state governed PAs compared to the other type of governance. Meanwhile, the results of this analysis are more representative of the Southern and Eastern African PAs governance patterns than the West and Central African one (given that the sample of PAs with reported governance type is more than the double in S/E Africa than in W/C Africa). Moreover, conclusion of these analyses may be biased as the governance type reported in the WDPA database might not be actually the real governance pattern that occurs on the ground. All these preliminary remarks have to be kept in mind while reading the results of the study as it is likely that these results will evolve if and when we will manage to get a bigger sample of governance reported. **For now, the study is merely reporting on ¼ of the PAs in Africa…**

As shown in the pie charts below, of the protected areas with a reported governance type, there are differences between the two regions. In West and central Africa, almost only state governed PAs are found, whereas in East and Southern Africa, there is a small proportion of PAs under community and private governance. These PAs are often localized in a few countries; for example, there is a relatively high proportion of community PAs in Namibia as well as private PAs in Kenya.
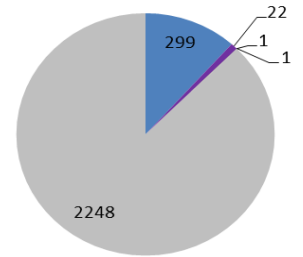

Percentage of protected areas under different governance types in sub-Saharan Africa and in the two Africa regions, with total numbers indicated in each category.

The most common size for protected areas in sub-Saharan Africa (for which information on governance type was available) is less than 10 km^2, with some differences between governance types: PAs under private governance are usually less than 1,000 km^2, while some state PAs can be over 10,000 km^2.
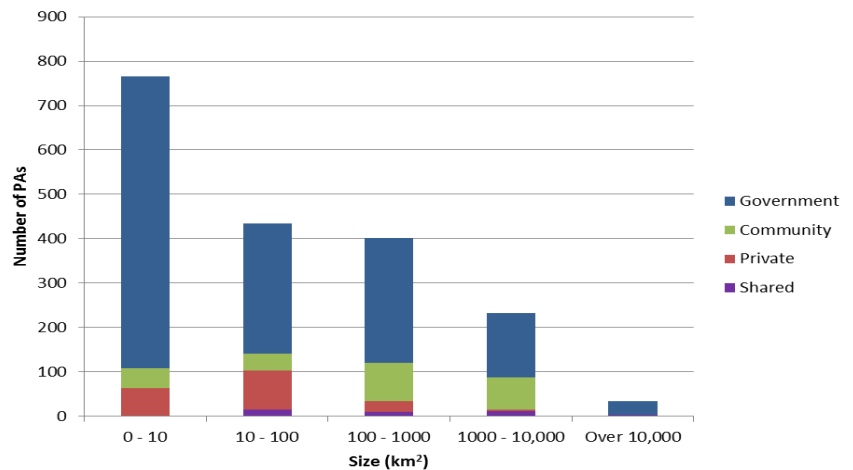
Number of protected areas in different size ranges according to governance type.
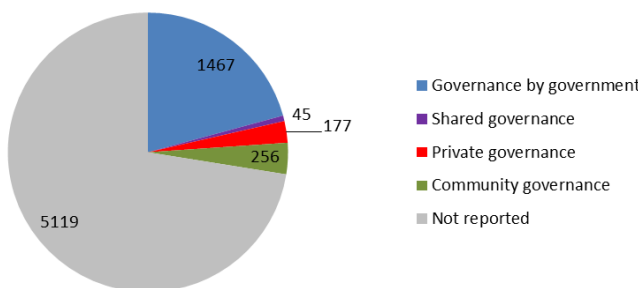
Protected areas with governance reported and for which spatial data was available cover 13.4% of sub-Saharan Africa's land area and 2.6% of the marine area (taking into account territorial seas and EEZ). Across all sub-Saharan Africa, state governance represents 35.6% of the total PA coverage (1,273,123 km^2), community governance 6.5% (232,277 km^2), shared governance 3.3% (117,452 km^2), and private governance 0.3% (12,757 km^2). Regarding similarities and differences between the two regions of Africa, the analysis shows that for both regions, when reported, the highest coverage (surface area) is provided by state PAs (75.8% for Southern and Eastern Africa and 83.5% for West and Central Africa), followed by shared governance (3.8% and

16.4 %, respectively). In Southern and Eastern Africa, protection is also provided by PAs under community governance (19.4%) and to a much lesser extent private PAs (1.0%), whereas these governance types are practically inexistent (or are not reported!) in West and Central Africa.

Looking at the evolution of governance types, considering the year of establishment of the PA, it appears that prior to the 1950's, all protected areas were under state governance. The proportion of PAs under other governance types then gradually increased, making up almost half of protected areas gazetted after 2000. This is a general trend all over the planet. The proportion of PAs with a reported governance type has also been steadily increasing since the 1970's. However, the study shows that information on the governance type of PAs which are not under government management is still often unreported.
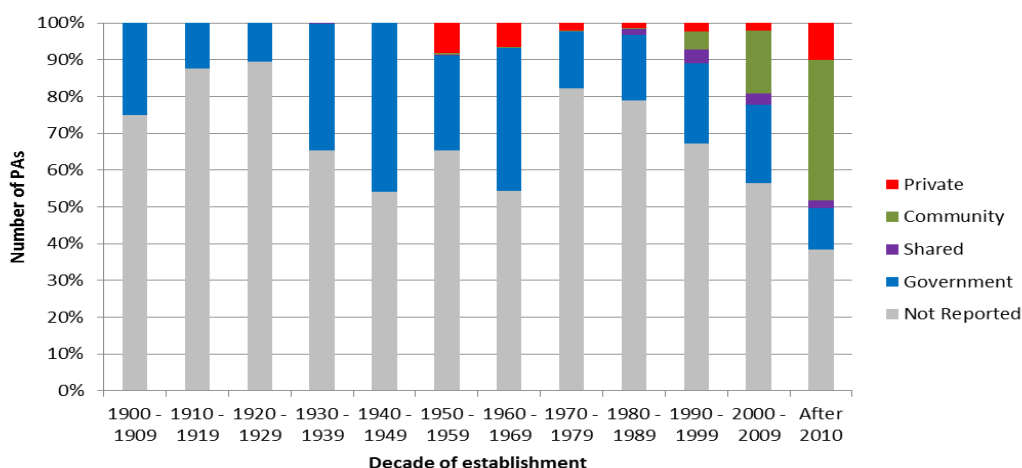
Proportion of the number of PAs established for each governance type per decade.

The study also indicates that, when the governance type is reported, PAs under the same governance type have the tendency to cluster together. This, however, could be due to the fact that certain types of PAs' governance appears to be particularly represented in specific countries, such as for example community governed PAs in Namibia or governance by Government in Ivory Coast.

2 - Literature review

The objectives of the literature review are to describe each governance type in the African context, identifying factors that have influenced their emergence, to discuss strengths and weaknesses of each governance type, and finally to shed light upon elements that may have an impact on governance quality.

State governance

Governance of PAs by the state is the most common model throughout sub-Saharan Africa (in the sample of PAs that reports their governance type). The prevalence of state-governed PAs originates from Africa's colonial past as the first African PAs were created starting in the mid-1920s when the power to govern these was firmly vested in the state. This marked the beginning of an era of nature conservation dominated by principles of strict separation of humans and nature, which excluded people from PAs and limited or forbid their rights for consumptive use. When African countries started gaining their independence from the 1950s onwards, this top-down form of PA governance was inherited, which often meant that states further centralized control, including power over natural resources and land tenure rights, therefore contributing to the continued existence, expansion and creation of PAs that are under state governance. Despite international movements towards participatory resource management beginning in the 1980s, African states often retain the highest level of authority and hold greatest decision-making powers. Central governments often retain rights over the most lucrative resources, be it land or wildlife, in order to control the main channels of revenue generation. Many African states therefore often maintain ultimate control of PA governance through shortfalls in decentralization policies and rights to natural resources, even when responsibilities and decision-making powers are meant to be shared or fully devolved to communities or other stakeholders.

Strengths. PAs governed exclusively by the state certainly play a crucial role in the conservation of biodiversity as they are the most common form of PAs, covering vast areas of ecological importance, which have the ability to safeguard greater

numbers of species and maintain intact habitats as well as ecosystem services. Without these PAs, significantly less area would be designated to biodiversity conservation. Furthermore, having a higher level of authority and access to law enforcement through the government, PAs governed by the state can also have the power to act legally against encroachment into PAs.

Weaknesses. Strict, top-down, exclusive state governance of PAs can have many negative impacts on local populations, including cases of eviction, restriction of access to forest products, land and employment. Where disempowered communities remain within or around the PA, and when forest laws are weakly enforced, compliance with restrictions on resource use is less likely. Therefore, these conventional, top-down PA practices can backfire on conservation efforts through retaliatory actions by disempowered communities, conflicts with PA managers, and the inability to use the knowledge and practices of local people, all of which negatively affects the effectiveness of the PA.

Private governance
In sub-Saharan Africa, privately protected areas (PPAs) most often take the form of private game ranches, private nature reserves and private conservancies, and neighboring landowners can pool natural and financial resources for the purpose of conserving and sustainably utilizing wildlife. A key contextual element creating conditions favorable to the development of PPAs therefore includes the existence of natural features and landscapes favorable to developing markets for wildlife, such as is the case in many parts of Eastern and Southern Africa. The growing popularity of wildlife-based markets and wildlife-based land use as well as the existence of legislation and policies enabling private entities to benefit from wildlife are critical drivers of the creation of PPAs. Furthermore, land tenure regimes and legislation favorable to private ownership are key. Personal conservation objectives of landowners as well as innovative government policies promoting conservation through different forms of private protection have also influenced the establishment of PPAs.

Strengths. A key strength of privately governed PAs that has been identified in the literature is their protection of biodiversity by, for example, safeguarding habitat types and threatened species not covered by PAs under other forms of governance. Furthermore, PPAs have been shown

to be particularly effective in capturing the economic value of biodiversity, thereby making conservation a financially competitive land use. Due to their inclusive nature, PPAs can also provide many social benefits, which have become apparent in the form of jobs, contributions to schools and other social welfare activities, as well as in the form of assistance to communities in managing their own conservation areas.

Weaknesses. The potential impermanence of PPAs both in terms of biodiversity protection and management is a noticeable weakness of this governance type, being privately owned, land can be sold and management can change hands. As PPAs are often incentivized by ecotourism or game hunting, private owners may also artificially alter species compositions and too intensely manage wildlife to make their PPAs more attractive. The small size of PPAs can also be disadvantageous to protecting larger species. Furthermore, while tourism in PPAs can generate important revenues, relying on ecotourism and external markets for game can be risky as the industry is vulnerable to fluctuations of external factors, such as terrorism, political unrest, or natural disasters. There is also a risk of elite or foreign capture of PPAs and their accountability and transparency may not always be apparent.

Community governance
The multiplication of the various forms of community governance of natural resources across sub-Saharan Africa began in the 1980s and 1990s, driven by the international push for participatory natural resource management. The international conservation community was increasingly coming to understand that, when fully empowered, local communities can become reliable stewards of the environment while improving their livelihoods and

delivering sustainable conservation. As truly effective community governance can only occur when communities possess sufficient power to make decisions and to develop rules for natural resources, the existence of effective decentralization policies, laws and regulations pertaining to natural resource governance and land tenure are key to communities being able to manage their own resources. The overall political disposition and levels of democratic governance of a country that allow for devolution of power and benefit-sharing are thus also crucial in allowing for community governed PAs to be created. Many African states have been reluctant to devolve the level of authority necessary for effective community governance and so community governed PAs often face serious constraints and may not qualify as true community governance in many cases.

Strengths. Where conditions have made it possible for PAs governed by communities to become established successfully, sustainable protection of biodiversity is possible. Community PAs can cover large areas of land inhabited by threatened species, and community laws have been successful at regulating sustainable levels of wildlife off-take. Furthermore, the social inclusion and empowerment of local communities under this governance type has many development benefits

such as creating employment, improving access to water, schools, lighting and health care. PAs under community governance are also said to allow for biodiversity conservation to take place at a relatively low cost and with little unnecessary bureaucracy.

Weaknesses. Communities can suffer from internal inequities and social injustices, in particular when the most powerful community members make decisions regarding resources. Elite capture of power is a common problem and can lead to the richest and most powerful members capturing a disproportionate amount of benefits, thus hindering the success of community-based initiatives. Community-governed PAs can also suffer from inter- and intra-community clashes and difficulties over management approaches as well as from conflicts between customary and statutory institutions where traditional authorities are being undermined. Previously sustainable levels of resource use may be causing over-exploitation, as natural resources may no longer be as abundant due to activities such as hunting.

Shared governance

When PAs are under shared governance, institutional mechanisms or processes are in place either formally or informally that outline how authority and responsibilities are to be shared among several stakeholders, such as governments, NGOs and communities. It is very likely that the actual number of shared governance situations is higher than the number officially reported as many other governance types probably do not exist in the purest form according to their strict definition and could therefore, in reality, be classified as shared governance. Effective shared governance situations can only be created where meaningful sharing of power is possible in order for multiple actors to have meaningful participation. Whether or not powers are shared in order to build fruitful collaborations can certainly be influenced by the central government's political willingness to do so, as well as the wider political situation of a country. Furthermore, as with the other governance types, the paradigm shift in environmental governance and multiplication of actors has contributed to the multiplication of this form of governance. Additionally, democratic decentralization of natural resources and supportive land tenure policies are also crucial for power and responsibilities to be shared amongst multiple stakeholders.

Strengths. PAs under shared governance, in particular transboundary PAs, can be of particular

importance to the conservation of biodiversity as they can cover and protect large areas of continuous habitat, even across borders. Furthermore, these PAs can allow for more equitable management and benefit-sharing due to more inclusive multi-stakeholder governance. Such PAs can provide means of increasing economic opportunities, decreasing cultural isolation, as well as fostering cooperation in a bilateral and regional framework. By combining skills and resources of multiple stakeholders, PAs under shared governance also have the potential to maximize impacts in promoting sustainable land use, biodiversity conservation and alleviating poverty in rural areas.

Weaknesses. While involving many stakeholders can have multiple benefits, partnerships in co-management arrangements can also be problematic as the nature of power sharing can make less powerful partners, such as indigenous people, disadvantaged. Under such arrangements, there is also a risk of power being hijacked by just one stakeholder, such as the state. Furthermore, as many parties are involved in this governance type, clashes between stakeholders can occur

more easily. While there are numerous benefits of shared governance, transboundary PAs in particular, may not always be appropriate in every situation as landscapes, social relations and governance strategies of already existing PAs may be too different to integrate and could therefore decrease the effectiveness of current conservation initiatives.

Quick conclusion of the study

This study provides a rapid overview of the different PA governance types that exist in sub-Saharan Africa. It highlights a number of factors that can influence the type of protected area governance put in place, and the strengths and weaknesses of each governance type. However, as most of the PAs have not yet reported their governance mode in the WDPA, results must be interpreted cautiously.

Based on the findings of the literature review and the results of the spatial analyses, some factors and contextual elements can be identified as being more likely to influence the establishment (or maintenance, in the case of state PAs) of a certain type of PA governance These factors are synthetized in the table here after.

Study	Factors	State	Private	Community	Shared
Literature review	Colonial history and post-colonial formation of states	✓✓✓	✓	✓	✓
	Shift in international paradigm of environmental governance		✓✓	✓✓✓	✓✓
	Emergence of new actors in environmental conservation		✓✓	✓✓	✓✓
	Political will, levels of democratic principles and sharing of power		✓✓	✓✓	✓✓✓
	Decentralization policies		✓	✓✓✓	✓✓
	Land tenure rights		✓✓✓	✓✓✓	✓
	Wildlife based markets		✓✓✓	✓✓	✓
Spatial analyses	Large geographic area	✓✓✓		✓✓	✓✓
	Old establishment date	✓✓✓			
	High human population density	✓✓✓ [TBC]	✓	✓	✓

[TBC]: The results indicated with TBC (To Be Confirmed) are only preliminary and would need to be verified with more complete data on PA governance types.

Some of the factors related to the states' policies and the level of implementation of their legislation that positively impact the development of the different types of governance can be detailed as presented in the table on the following page.

Factors	State	Private	Community	Shared
Political will, levels of democratic principles and sharing of power				
Legislation and policies that enable sharing of a meaningful level of decisional power, discursive power and regulatory power among all stakeholders involved in governance system	_	Fact +	Fact +	Fact +
Legislation and policies that recognize local communities as legal subject and that recognize local institutions and cultures as well as community governed PAs	_	_	Fact +	Fact +
Decentralization policies				
Effective democratic decentralization policies regarding natural resources management (central government effectively share the rights over the most lucrative resources)	Fact -	Fact +	Fact +	Fact +
Land tenure rights				
Tenure regimes: Legislation and policies enabling long term individual ownership	_	Fact +	Fact +	Fact +
Tenure regimes: Legislation and policies enabling private group ownership of land (preventing speculation of land)	_	Fact +	Fact +	_
Legislation and policies effectively protecting PAs of being degazetted for non-sustainable use of resources (such as mining, etc)	_	Fact +	_	_
Countries where traditional leaders own a significant proportion of land	_	_	Fact +	_
Wildlife based markets				
Legislation and policies enabling non private entities to benefit from wildlife (ex: development of wildlife based markets)	_	Fact +	Fact +	Fact +

Some of the factors related to the political and socio economic stability of countries that negatively impact the development of the different types of governance can be detailed as here after presented:

Factors	State	Private	Community	Shared
Governance quality				
Poor accountability and transparency of governance norms at national or local level (ex: High jacking of power by locally elected authorities who are downwardly accountable to the population in their jurisdiction through various electoral processes)	_	_	Fact -	Fact -
Internal political and economic inequities, social injustices and conflicts within or between stakeholders involved in PA governance	_	_	Fact -	Fact -
Political stability				
New political or social forces (such as flow of immigrants in a context where natural resources are scares)	_	Fact -	Fact -	Fact -
Security issues (conflicts, terrorism, etc.) (that affect development of tourism and other wildlife related markets	_	Fact -	Fact -	Fact -

The literature review shows that the colonial history of African states initially lead to the creation of state PAs, while a shift in paradigm of environmental governance and the appearance of new environmental actors led more recently to the establishment of PAs under other governance types. Political will, the level of democracy and power sharing also facilitate the creation of PAs under non state governance, notably shared governance. Decentralization policies tend to favor the emergence of community PAs, but also shared PAs, and to a lesser extent private PAs. Finally,

having clearly defined land tenure rights and wildlife based markets would allow the creation of more PAs under private or community governance. The spatial analyses highlight some interesting correlations between governance types and a number of ecological, social, and political factors. Notably, state PAs tend to be larger in size than PAs under other governance types, which have usually been established more recently than state PAs. PAs under state governance are more often found in areas of high human population density…

This study has been conducted by the UNEP-WCMC (World Conservation Monitoring Center) and funded by the French Agency for Development (AfD)

More on www.papaco.org

A practical (and useful!) guide to organize trainings

Simon Mériaux (former FIBA) and Francis Staub (Biodiversité Conseil) collaborated on the publication of the following guide: "Prepare, conduct and evaluate a training - Practical Guide."

This guide is intended for anyone who wants to organize, lead and / or evaluate trainings (from one to several days) for a group of adults. It can be applied to trainings, important meetings, or workshops.

The purpose of this guide is to provide practical support to people who organize and facilitate trainings. It stresses the idea that good training is always the result of careful preparation. This guide is based on the practical experiences from several trainers.

Rather than a theoretical guide, the guide is a "collection of ideas" inspired of common experiences, and includes key points to remember as well as many tips provided by experienced facilitators on how to respond effectively and in original ways to the needs of participants. This guide was developed for the West African multicultural context ... but is usable for all regions of the world! It is available (in French only) on the following link: http://www.biodiv-conseil.fr/guide_formation.html
Also available on papaco.org!

WCPA YOUNG PROFESSIONALS
By HOUEHOUNHA Dodé Heim Myline and BARUKA Grace.

The Young Professionals (YP) Group is a specialist group of The World Commission on Protected Areas (WCPA) of IUCN. It is a voluntary group and a collective forum of like-minded young professionals associated with Protected Areas and conservation in diverse capacities. Anyone can adhere to this group by invitation, on the basis of individual interest and relevant experiences in relation to protected areas. He has also to show a willingness to assist in a voluntary capacity with the work of WCPA in general and the YP Group in particular. All volunteers who are 35 years or younger are eligible for the WCPA-YP membership Group.

Our vision is a community of protected area leaders of different generations, geographies, and genders learning and working together within and through IUCN. Our mission is to foster intergenerational partnerships between established and emerging young Protected Area (PA) leaders and professionals to contribute in meaningful ways to the work of WCPA and broader IUCN in valuing and conserving biodiversity, governing nature's use and sharing its benefits equitably, and deploying nature-based solutions to global challenges.

This very active worldwide network of young professionals working in protected areas still faces some difficulties in Africa. In particular, Young professionals of protected areas in West and Central Africa don't take part enough in global debates about nature conservation. Despite the potential of this region in terms of biodiversity and innovative initiatives that occur. Since the beginning of 2015, a regional WCPA YP coordination is set up in this region to involve young conservationists in decisional processes and encourage them to participate to the talks about

protected areas management. We would like to urge all stakeholders in the field to join the group and be a part of this adventure as described in the preamble of the pact WCPA YP adopted after the World Parks Congress, Sydney November 2014.

"We are collective, taking actions for conservation. We are young, but do not feel limited by our age. We acknowledge and respect the efforts and legacy of those before us. We believe in our power and potential to be change makers. We believe in yours too. Together we can create the future we want. To do this we commit to act, for and through protected areas, within and beyond their boundaries."

This document is entitled « OUR PACT FOR PARKS, PEOPLE, PLANET » and includes ten actions for nature conservation. The pact is available online on our site www.wcpayp.org. You can create a profile and upload your projects/activities/events that will help to fulfill our commitments within the Pact. For further information about the WCPA YP in West and Central Africa, please fill free to send an email to the coordinator: houehounha@gmail.com.

JOB OFFER

West and North Africa Conservation Programme
Position: Law Enforcement Advisor (1 year FTC)
Location: Cameroon (Yaoundé)

ZSL's Cameroon Programme is currently expanding its activities to combat poaching and trafficking and is looking to recruit a dynamic individual for an exciting new position as ZSL Cameroon's Law Enforcement Advisor.

The successful candidate will oversee all aspects of ZSL's work to support law enforcement and address illegal wildlife trade in Cameroon. This will include:

• The management of community surveillance networks.
• Providing support to project teams and partners on law enforcement operations and procedures.
• Establishing and managing information gathering networks; and

• Judiciary follow up of court cases.

In collaboration with the country manager and relevant project staff the post holder will develop and implement a law enforcement strategy, to be integrated into ZSLs Cameroon Country Strategy. The post-holder will provide technical input on project development, design, delivery and reporting. He/she will assist with maintaining existing and developing new, relationships and partnerships with relevant stakeholders.

Successful applicants will have strong experience in the field of law enforcement (anti-corruption, anti-poaching, wildlife law or/and protected area management). In addition they will also have:

• Excellent standard of written and spoken French and be able to communicate effectively in English.
• Proven capacity development skills with experience in developing training resources and delivering training are required.
• The capacity to work independently and show initiative,
• The ability to communicate confidently with a range of people via both verbal and written communications,
• Excellent collaborative and inter-personal skills,
• Good time management and organizational skills.
• Experience of project management and development
• Good understanding of biodiversity conservation issues in the region essential.

The candidate should also have experience of living and working in developing countries, preferably in Central Africa. The successful applicant will be based in ZSL Cameroon's office in Yaoundé, with frequent national travel to field sites in the South and East regions of Cameroon. This is a 1 year renewable contract, dependant on funding.

A full job description and application forms are available from www.zsl.org/jobs

Applicants should send their completed application form and equality of opportunity and monitoring form, by email to hr@zsl.org.

Closing date for applications is 8th March 2015.

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