# C:\Users\Alastai\Google Drive AN\Mz Operations\Administration\Letterheads and logos\Logos\WCS\New WCS logo\WCS MZ specific\WCS-MZ W wild-dog logo.pngNiassa National Reserve

# Law Enforcement Advisor – Job Advert

# Wildlife Conservation Society (WCS)

***WCS is seeking applicants for the position of Law Enforcement Advisor for Niassa National Reserve in Mozambique.*** This position is responsible for advising on and supporting all law enforcement (LE) activities and operations in Niassa National Reserve (NNR) – which is managed under a partnership agreement between WCS and Mozambique’s Protected Area Authority (ANAC). This position provides direct support to the NNR LE Manager (ANAC) and reports to the NNR Field Operations Manager (WCS). The principle areas of support are: 1) strengthening LE operations, 2) maintaining motivation, standards, and discipline in the LE team, 3) developing information gathering and analytical capacity that leads to action, 4) building the skills and competence of all LE staff, particularly section managers and patrol leaders, 5) supporting the LE Manager in coordination and communication with the operators, relevant local authorities, police and communities, 6) supervising all vehicles, equipment and infrastructure assigned to the NNR LE department, 7) strengthening all relevant policies and procedures, 8) jointly developing annual operations plans, budgets and reports, and 9) developing and supporting the implementation of a performance management system for all LE staff.

We are looking for a proven field team leader with the capacity to strengthen law enforcement operations in one of Africa’s most important protected areas where elephant poaching and illegal mining are critical threats. This includes the ability to lead a diverse team of 100+ staff in a challenging and remote conservation area. The position has the support of a leading international conservation NGO with a strong partnership with the Government of Mozambique, and sound collaboration with committed private operators.

1. Ten-plus years of experience leading, managing, and/or advising on law enforcement operations, ideally in Protected Areas.
2. Proven experience implementing intelligence-led law enforcement and managing a law enforcement monitoring system.
3. Strong leadership and team management experience, including ability to motivate, set objectives, and manage performance of a multidisciplinary team.
4. Demonstrated experience in successfully building: (i) the skills and knowledge of others and (ii) working partnerships and individual relationships with a national law enforcement body.
5. Skilled at building consensus with conservation partners and other stakeholders.
6. Willingness to rapidly gain an understanding of the institutional and legal framework of conservation in Mozambique, as well as of relevant policy issues.
7. Working proficiency in English required, and a working knowledge of Portuguese and/or Swahili is highly preferred.
8. Strong communication skills.
9. Ability to lead and mentor staff leading to professional growth, along with a commitment to working collegially with all staff, and professionally and diplomatically with all partner organisations – government and non-government.
10. Flexibility, optimism, good humour, passion for excellence, self-motivated to achieve a collective purpose.

This position comes with an international benefits package that includes a hardship allowance and four home flights p.a. Interested candidates who meet the above qualifications, should apply before 15 March 2017 by sending an application letter and CV together with the names and contact information of three referees to [wcsmozambique@wcs.org](mailto:wcsmozambique@wcs.org) with ‘NNR Law Enforcement Advisor’ in the email title Only short listed candidates will be contacted for interviews.