



## Technical Specialist, Protected Areas & Wildlife Crime Prevention, FFI Vietnam Programme, Asia-Pacific

“In the past century FFI has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,  
FFI Vice-president

# Fauna & Flora International

Fauna & Flora International (FFI) saves species from extinction and habitats from destruction, while improving the livelihoods of local people. Our guiding principles are to work with and alongside local partnerships, act as a catalyst for change, make conservation relevant, and base decisions on sound science. Founded in 1903, FFI is the world's longest established international conservation body; our conservation work, and impact, spans the globe.

## Asia Pacific Programme

Working closely with local partners, the Asia-Pacific Programme currently includes a broad range of species and landscape targeted conservation initiatives in Vietnam, Indonesia, Cambodia and Myanmar, and has country programme offices in Phnom Penh, Jakarta, Hanoi and Yangon. Around 70 projects are being implemented in the region by a team of approximately 200 staff, consultants, volunteers and partner organisations with an annual regional budget of approximately USD 10 million.

## Vietnam Programme

Vietnam supports a rich variety of wildlife and habitats, some of which is rare and found nowhere else in the world. Despite its relatively small size, Vietnam is the 16<sup>th</sup> most biodiverse nation on Earth. Vietnam's natural world includes some of the highest diversity of primates (apes and monkeys) in the world, with an incredible 25 species. Vietnam is also a global hotspot for plant, amphibian, reptile and bird richness and endemism.

The FFI Vietnam Programme, established in 1997, is at the forefront of conserving this unique and threatened wildlife and we have experienced some significant successes especially in the recovery of primate populations. Our programme includes a focus on: species conservation; strengthening the protected area network and improving management effectiveness; conservation and connectivity at the landscape scale; supporting the wellbeing of local communities and enabling community-based conservation approaches, placing local stakeholders at the forefront of forest management, protection and monitoring; addressing illegal and unsustainable wildlife trade, and conservation of marine biodiversity.

FFI's approach specifically to tackling illegal wildlife trade (IWT) is based on three main tenets: i) *smarter*, evidence-based enforcement, with equal focus on crime prevention alongside crime response (including enforcement), ii) developing *capacity* and *leadership* across multiple sectors, e.g. among our government partners to improve responses to IWT, and iii) ensuring *communities* have the skills, resources and incentives to engage in wildlife protection and support law enforcement, e.g. championing local rights and defusing wildlife conflict.

## The Opportunity

FFI is seeking a Technical Specialist, Protected Areas & Wildlife Crime Prevention to promote, develop, oversee and provide day to day technical support to the Vietnam Programme and staff.

You will be experienced conservation professional, able to coordinate and measurably improve FFI's protected area, law enforcement and crime prevention interventions in Vietnam.

You will be experienced in leading protected area and/or conservation-linked crime prevention activities, and/or addressing wildlife trade. As such, the role requires a broad set of inter-linked skills with extensive experience in **at least one** of these thematic areas, but ideally more, with the ability to quickly learn about the remaining requirements of the role, as needed. You will have a substantial proven track record in the design, operation and monitoring of activities, as aforementioned, related to protected areas, and/or ideally wildlife crime responses or illegal wildlife trade, in a similar organisation or at a similar level. You will be skilled in providing technical advice and hands-on co-delivery, alongside national staff and counterparts, including PA managers, rangers and community patrol teams.

You will have a substantial track record in capacity building and mentorship, as well as a commitment to FFI's organisational and legal compliance, and be comfortable functioning within the regulatory frameworks within which FFI operates in Vietnam.

## Terms and Conditions

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|------------------------------|--|
| <b>Start Date:</b>           | As soon as possible  |
| <b>Duration of Contract:</b> | Two year, fixed-term contract  |
| <b>Probation Period:</b>     | Three to Six months (dependent on appointment)   |
| <b>Salary Range:</b>         | USD 30,000 – USD 35,000 per annum  |
| <b>Location:</b>             | FFI Vietnam Programme Office, Hanoi,<br>with regular travel to field sites across Vietnam  |
| <b>Benefits:</b>             | For international appointments, FFI expatriate benefits apply: <ul style="list-style-type: none"><li>• 25 working days annual leave entitlement</li><li>• Medical insurance</li><li>• Annual return flight home</li><li>• Relocation flight on commencement of employment (if applicable)</li><li>• Repatriation flight on termination of employment (if applicable)</li><li>• Accommodation allowance</li></ul> |
| <b>Hours of Work:</b>        | This is a full-time position, working Monday to Friday for 8 hours per day from 8.30am to 5.30pm, with a one hour lunch break.   |

# Job Description

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|------------------------------------|---|
| <b>Job Title:</b>                  | <b>Technical Specialist, Protected Areas &amp; Wildlife Crime Prevention</b>  |
| <b>Reporting to:</b>               | Country Director, FFI Vietnam Programme   |
| <b>Line Manager of:</b>            | Community Conservation Teams/SMART Manager, FFI Vietnam Programme   |
| <b>Key Internal Relationships:</b> | Country Director, FFI Vietnam Programme<br>Senior Technical Specialist, FFI Vietnam Programme<br>Senior Technical Adviser, Impact & Risk, FFI Asia-Pacific Programme<br>Senior Technical Specialist, Wildlife Trade<br>Technical Specialist, Wildlife Trade<br>Asia-Pacific Programme staff |
| <b>Working with:</b>               | The PA/WCP Specialist will routinely liaise with forest protection officials, PA managers, rangers, community patrol teams, community-based organisations, partner NGOs and for-profit entities, academic institutions, representing the values and interests of FFI at all times.          |

## **Purpose:**

The PA/WCP Specialist, FFI Vietnam Programme, will develop, and ensure the effective design, coordination and operation of a growing portfolio of protected area and wildlife crime prevention projects and / or activities in Vietnam. The PA/WCP Specialist will do so whilst ensuring alignment with FFI's strategy and approach, proactively developing and managing relationships with partners, donors and collaborators to support delivery of an effective protection programme.

The PA/WCP Specialist will bring international best practice, and ensure that the highest standards are used, in the delivery of SMART, METT4, Protected Areas Management Effectiveness (PAME) tools, Situational Crime Prevention (SCP), and other approaches related to protected areas (PAs) and wildlife trade. Demonstrably committed to FFI's mission and vision and aligned with our values, the PA/WCP Specialist will also collaborate with staff and teams in Vietnam, across Asia-Pacific and the UK, to ensure a cohesive 'One FFI' approach.

## **Programme / Operational Support**

- Support, or where required oversee, the implementation of project activities, across the FFI Vietnam Programme, as related to wildlife law enforcement, IWT/counter wildlife trafficking (CWT), SCP, improved PAME, METT, SMART and related FPIC (community consultation and consent processes)
- Support project team members to ensure that aforementioned activities are implemented in line with national law, FFI policy, grant agreement and within budget
- Support project staff to ensure that effective monitoring and evaluation (M&E) of projects is in place, ensuring timely adaptation as required to meet project aims, objectives and timelines, and support the dissemination of lessons learnt across the organisation
- Help to ensure effective coordination and integration of input from relevant cross-cutting and technical FFI teams



- Ensure that activities under the scope of this role comply with institutional Health, Safety & Security and Safeguarding policies and procedures and required Risk Assessments to manage and minimise risk within the FFI Vietnam Programme procedures
- Ensure the Country Programme Manager or Country Director, Vietnam Programme, remains up-to-date on the status of relevant operations in Vietnam, bringing risks and issues that may affect operations and delivery swiftly to their attention
- Working with PA managers and the SAGE team (e.g. Technical Specialist, Conservation, Livelihoods and Governance), remain informed of any security or safeguarding issues or risks, related to wildlife / PA enforcement, rangers, social safeguards, community rights and local wellbeing, within the FFI Vietnam Programme, and communicate issues of concern swiftly to the Country Programme Manager or Country Director, and the International Health, Safety & Security Manager or Safeguarding contact as appropriate

### **Technical Input**

- Provide technical advice and input on protected area management, enforcement and crime prevention issues and priorities, project design, development, implementation and monitoring
- Lead on the provision of support to protected area management planning process
- Lead on the provision of support to local counterparts for implementation of METT4 and COPs (Conservation Oriented Patrol standards)
- Lead on interventions designed to strengthen PA management and governance, using proven models, tools and approaches, with knowledge of IUCN PAME tools
- Working with PA managers, help to develop adaptive management systems that make the PA(s) more effective and resilient, including linking PAME to SMART
- Lead on assessment of capacity gaps/needs for PA management boards and then develop a management capacity building framework and roadmap, based on the needs assessments
- Provide/facilitate direct capacity building trainings for PA managers in core operational requirements
- Lead on the development of co-management mechanisms (as appropriate) for the PA(s) to empower and enhance local community participation in PA / forest management
- Work alongside the biodiversity team (e.g. Senior Technical Advisor) to help with systematizing and standardizing biodiversity and forest monitoring
- Lead on building partnership(s) with relevant ex-situ wildlife centres and provide technical inputs related to PAs and/or species, to support development of rewilding strategies for targeted species
- Work close with Community Patrol/SMART Manager to institutionalise improved patrolling and adaptive management, and/via applying SMART for data collection patrols
- Facilitate monthly or regular PA management board meetings to institutionalise adaptive management / planning based on SMART data and reports
- Work closely with relevant FFI Vietnam staff to ensure that SMART is applied in forest patrol and that adaptive management of the PA(s) is based on SMART reports
- In collaboration with relevant FFI Vietnam staff provide/facilitate training on SMART for rangers and apply Cybertracker on patrols to improve PA management
- Working with the SMART Manager, develop joint ranger and community team patrol protocols and coordinate on-ground interventions i.e. joint patrols, data sharing and processing
- Working alongside the Senior Technical Specialist, Wildlife Trade, provide technical inputs to the development of interventions based on the 25 Situational Crime Prevention (SCP)

techniques, including data collection for the development of crime scripts and place-based interventions (e.g. PIVOTS)

- Provide technical inputs to activity planning that meets the objective of enhancing law enforcement with emphasis on legal gaps of enforcing wildlife conservation
- Provide capacity building to relevant law enforcement agencies based on the results of needs assessment
- Help with or facilitate (as required) planning meetings for assigned law enforcement stakeholders/agencies to plan for activities and adjust law enforcement protocols
- Working with the Technical Specialist, Wildlife Trade, support the assessment and addressing of landscape level wildlife trade dynamics, including illegal wildlife trade baseline assessment to identify trade routes, supply chain dynamics, major stakeholders and key areas for interventions
- Attend and contribute to the Wildlife Trade Working Group
- Provide inputs to/content for? quarterly and annual reports
- Collect and update M&E data to the M&E system

### **Programme Development**

- Working with the Senior Technical Advisers, Asia-Pacific, the programme staff in Vietnam, and cross-cutting teams in the UK, contribute to the co-design of projects and funding proposals, helping to ensure appropriate engagement of the relevant cross-cutting and Vietnam team members and other specialists in the design process
- Where requested, actively develop and nurture relationships with prospective and existing funders and donors, in close cooperation with the Country Programme Manager or Country Director, Vietnam Programme

### **Programme Representation**

- Represent FFI at key fora, including consultations, negotiations, meetings, workshops and briefings as requested

### **Partnership Development**

- Proactively identify, develop and nurture relationships and partnerships with third parties, including national and local government agencies, community organisations, NGOs, for-profit entities and academic institutions, to maximise the effective delivery of FFI's Vietnam Programme and projects

### **Communications**

- Bring to the attention of the Project Manager(s) / Country Programme Manager or Communication Officer any news worthy events, outcomes or stories arising within the scope of work
- Provide regular information/updates and visual materials to support the creation of communication outputs (website, blogs, social media, etc.) to the Country Programme Manager/Country Director and communication staff (VN and/or UK)

## **Person Specification**

|  | Essential | Desirable |
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| <b>Skills</b>                   | <ul style="list-style-type: none"> <li>• Fluency in English (spoken and written)</li> <li>• Excellent task or project management skills</li> <li>• Strategic planning skills</li> <li>• Technical conservation skills related to protected area and forest protection, including patrolling/patrol planning and ranger-based law enforcement</li> <li>• Excellent verbal communication and people skills, with ability to present, negotiate and persuade at all levels with confidence and credibility</li> <li>• Excellent written communication skills, including report and proposal writing</li> <li>• Proven capacity building skills, including the development of training assessments, courses, materials and evaluations</li> <li>• Effective facilitation and coordination skills</li> <li>• Excellent prioritisation and time management skills, with ability to work to multiple deadlines</li> <li>• Advanced Microsoft Office skills, including Outlook and Excel</li> <li>• Advanced SMART skills, including creation and management of data models, configurable models, and SMART Mobile/Connect on mobile devices</li> <li>• Minimum intermediate GIS skills (displaying, creating and editing spatial layers, e.g. patrol track data)</li> </ul> | <ul style="list-style-type: none"> <li>• Vietnamese language skills</li> <li>• Crime scripting or crime analysis skills</li> </ul>  |
| <b>Knowledge and experience</b> | <ul style="list-style-type: none"> <li>• Advanced degree in relevant topic OR undergraduate degree with extensive professional experience relevant to this role</li> <li>• Proven experience in project design, development, implementation and evaluation</li> <li>• Substantial knowledge of protected areas, including management (effectiveness) and protection (enforcement), both ranger and community based</li> <li>• Specific knowledge and experience in the use of METT and SMART, and other PAME tools</li> <li>• Substantial professional experience in wildlife conservation in a similar national or international organisation</li> <li>• Working knowledge of IWT / CWT</li> <li>• Basic knowledge of crime prevention approaches (e.g. Situational Crime Prevention (SCP), Problem-Oriented Policing (POP), community-based) (including working outside or beyond the boundary of PAs if required)</li> <li>• Proven record of ownership of delivery at similar level</li> </ul>   | <ul style="list-style-type: none"> <li>• Advanced degree or equivalent qualification in biodiversity conservation or related science/social science</li> <li>• Substantial knowledge and experience in addressing IWT / CWT</li> <li>• Substantial knowledge and experience in designing interventions based on the 25 Situational Crime Prevention (SCP) techniques</li> </ul> |

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|                              | <ul style="list-style-type: none"> <li>• Experience working with government agencies, communities and community-based organisations, partner NGOs and for-profit entities</li> <li>• Experience supporting or managing teams to deliver complex projects</li> <li>• Experience in capacity building</li> <li>• Understanding of operational risk management</li> </ul>  |  |
| <b>Behavioural qualities</b> | <ul style="list-style-type: none"> <li>• Commitment to FFI's strategy and approach</li> <li>• Commitment to FFI's values</li> <li>• Results-driven</li> <li>• Proactive</li> <li>• Rigorous and diligent approach to work</li> <li>• Ability to work under pressure</li> <li>• Team player, demonstrating ability to seek out and harness the views and contributions of others</li> <li>• Ability to build positive personal and organisational relationships</li> <li>• Ability to work within a multi-cultural environment</li> <li>• Flexible and respectful of colleagues in approach to work</li> </ul> |  |

## How to Apply

Applications, consisting of a covering letter, a full CV and contact details for two referees (who will not be approached without your permission), should be sent electronically to Ms Le Thi Hong Viet via email: [viet.hong.le@fauna-flora.org](mailto:viet.hong.le@fauna-flora.org)

In your cover letter, please explain why you feel you should be considered for this post, highlighting your relevant skills, knowledge and experience and how they meet the requirements of the role profile.

Please mark your application '**Protected Areas & Wildlife Crime Prevention Specialist**'

The closing date for applications is **31<sup>st</sup> January 2023**. Interviews will be held during the following week.

Candidates selected for interview will be contacted by email or telephone. Please specify your preferred method of contact in your covering letter and indicate where you saw the position advertised.

No agencies please.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.



## Applicants with Disabilities

FFI encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Ms Le Thi Hong Viet, Admin Officer, FFI on Tel: +84 24 37194183 or email: [viet.hong.le@fauna-flora.org](mailto:viet.hong.le@fauna-flora.org)

FFI values diversity and is committed to equality of opportunity