



PEACE PARKS  
FOUNDATION

**LAW ENFORCEMENT OPERATIONS MANAGER**  
**BASED IN BANHINE NATIONAL PARK, MOZAMBIQUE**

(Contract Period: Three Years)



Peace Parks Foundation (PPF) is a non-profit company established to facilitate the establishment and development of Transfrontier Conservation Areas (TFCAs) in southern Africa and is supporting the development of Banhine National Park (BNP) through a partnership agreement with the Government of Mozambique.

**Reporting:**

The Law Enforcement Operations Manager (LEOM) will report to the PPF Senior Project Manager and will work alongside and provide support to the BNP Warden and Park team including the Protection Co-ordinator. The LEOM shall represent PPF in the development of BNP.

**Requirements:** • At least five years' experience in leading, managing and/or advising on law enforcement operations preferably in a conservation area. • Strong leadership and team management experience, including ability to motivate, reach consensus, set objectives, and manage performance and ensure discipline and performance standards. • 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. • Proven experience implementing intelligence-led law enforcement and managing a law enforcement monitoring system • A demonstrated ability to utilise technology including a reasonable computer literacy skills and ability to implement technology in anti-poaching operations. • A working knowledge and/or willingness to learn Portuguese/Shangaan will be an advantage. • A microlight pilots license will be advantageous • Strong communication skills. • Ability and willingness to live in remote conditions is a prerequisite;

**Specific key performance areas will include:**

**Strengthening Law Enforcement operations** • Development and implementation of an updated law enforcement and anti-poaching strategy • Oversee the effective implementation of an operations control room to control and monitor all Park anti-poaching operations including the movement of personnel and assets. • Develop a movement and access control strategy for the protected area to counter any security risks • Support the establishment and management of an authorised information gathering structure which includes an analytical capacity that leads to action • Ensure the investigations and prosecutions process is effectively performed to ensure an acceptable prosecution rate. • Devise and implement programmes to sensitize both communities and authorities and to ensure that the legal systems support conservation. • Implementation of field ranger deployment and patrolling strategies including the implementation of SMART system to record anti-poaching and wildlife related information. • Advise and develop projects utilising latest technology.

**Personnel Performance management** • Ensure satisfactory motivation, discipline and standards are maintained while retaining the respect and following of personnel • Implementation of a performance monitoring system to monitor both unit and individual performance against pre-defined standards • Building the skills and competence of all protection unit staff, particularly section managers and patrol leaders. • Overseeing the implementation of an incentive rewards system for operational personnel. • Conduct assessments and advise the Park on training needs of Field Rangers. Assist in training of Field Rangers.

**Departmental management** • Identification and resolution of challenges. • Ensure the rules of the Park for both employees and visitors are adhered to. • Facilitate the holding of department inter departmental management meetings on at least a monthly basis. • Monitor the effective and safe utilisation of Protection department assets and resources. • Ensure adequate reporting of incidents, arrests and monthly activity, including departmental statistics. Reporting shall include verification and analysis of statistics. • Development of co-operative relationships with all relevant support and partner organisations • Jointly developing annual operations plans, budgets and reports.

**Other Duties** • Act as an advisory and contact point for Great Limpopo TFCA Law Enforcement related matters. • Any reasonable duty identified by the Park Warden and PPF Project Manager. • Submission of a Monthly activity report.

**Remuneration:** A competitive salary package will be negotiated, based on qualifications and experience.

**Interested candidates should submit a covering letter detailing their interest in and suitability for the position, as well as Curriculum Vitae in English, with contact details of 3 references by 11 February 2018 to: Jacques Richard, Peace Parks Foundation e-mail: [jrichard@peaceparks.org](mailto:jrichard@peaceparks.org)**

Only SHORT-LISTED CANDIDATES will be contacted to attend an interview.