PROGRAMME FOR SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES IN THE SOUTHWEST REGION OF CAMEROON (PSMNR-SWR)

A Development Programme of the Republic of Cameroon, co-financed by the Federal Republic of Germany / Financial Cooperation KFW

Terms of reference

for a long-term assignment as

International Law Enforcement Expert

1. BACKGROUND INFORMATION

PSMNR-SWR V is a development programme of the Government of Cameroon. The purpose of the programme, which has been maintained from the first phases since 2006, is the "sustainable forest and wildlife management by affected stakeholders in and around targeted protected areas for their benefit, with special emphasis on the poorer segments of the local populations". This is to contribute towards the preservation of high-value ecosystems in the South-West Region of Cameroon, thereby sustainably contributing to improved livelihoods of the surrounding communities. The approach to be pursued shall combine – in a coordinated manner – conservation measures, sustainable use of natural resources and integrated livelihood support towards target communities and groups. Trends of key species populations and maintenance of ecologically intact forest cover in the targeted Protected Areas (PAs) and important wildlife corridors have been identified as key indicators for measuring the effective achievement of the Program's overall objective.

Within the institutional set up of the programme, the Regional Delegate (RD) for the South-West Region assisted by a programme consultant is in charge of the programme coordination. Actual implementation on site concentrates on the National Park Services and the respective Technical Operation Units (TOU), the Forest Management Units (FMUs), council and community forests. In the National Park Services, the non-governmental organizations Wildlife Conservation Society (WCS) and Worldwide Fund for Nature (WWF) collaborate in the implementation of a collaborative management approach in collaboration with Local Support Organizations (LSOs).

The intervention area of PSMNR-SWR covers four National Parks and one Wildlife Sanctuary scattered across the SWR. Those are the Mount Cameroon National Park (MCNP), Korup National Park (KNP), Takamanda National Park (TNP), Bakossi National Park (BNP) and the Bayang Mbo Wildlife Sanctuary (BMWS). The programme is also intervening in FMUs, the planned council forests, forest reserves which have been transferred to councils, community forests and wildlife corridors between the protected areas in order to promote an integrated landscape intervention.

The fifth phase of PSMNR is guided by the objective of consolidating and capitalizing on concepts and interventions, in particular of the collaborative management of Protected Areas. During the previous phases, Conservation Development Agreements (CDAs) have been signed between Park services and individual communities adjacent of the Protected Areas (PAs). In this phase, such negotiations will be conducted at cluster level to **streamline the co-management intervention and ease its institutionalisation** through legally recognised planning documents: PAs management plan and council development plans. PSMNR-SWR V will consolidate the role of local partner NGOs by associating them to a specific cluster in order take over certain aspects

of the co-management intervention. Concurrently, PSMNR-SWR IV supports further delegation of management responsibilities to village forest management committees and other local institutions.

Over the last phases, remarkable progresses have been realised concerning the livelihood of adjacent populations of the PAs, as well as the relationship between the population and the park services. However poaching and unsustainable use of the resources of the PAs remains a challenge. During the fourth Phase IV, PSMNR will further **target hotspot villages and professional hunters** through intensive dialogue and integrated livelihood support that can change their behavior towards conservation. Concurrently with the targeted intervention, PSMNR will pursue its support to other communities already engaged in the CDA with mainly the **consolidation around few successful IGA projects** from previous phases, such as intervention on cocoa, cassava, and plantain farmers as well as NTFP collectors. Collective behavioral changes towards biodiversity conservation requires the introduction of **stronger conditions and sanctions** within the collaborative management approach. Modalities of implementation of the CDA and associated incentives have to be linked to specific and measurable conservation objectives. It has to be backed up by regular monitoring of the performance and application of agreed sanctions. Therefore, without an **effective law enforcement** system, the co-management strategy will not be successful in preserving the wildlife populations of key species of this area.

Communication and conservation education are key components which have not been sufficiently addressed during the previous phases Through the Integrated Conservation Education Centre (ICEC) hosted in Limbe Botanical Garden, PSMNR targets local communities living in/around PAs and promote broad sensitization of the youths, target forest user groups, village community members on environmental education as well as biodiversity conservation and other related themes. The conservation education outreach program will be mainstreamed through the formal school system (environmental clubs) and the co-management institutions (cluster platforms and VFMCs) together with local NGOs and cluster facilitators.

The achievement of the programme objectives requires as well an **integrated approach at the landscape level and coordinated interventions** with other Ministries, principally MINEPAT, MINADER and MINEPDED, decentralised structures and development institutions. The intervention logic is therefore integrating protected area management in a landscape approach. It includes the work on corridor management, transboundary conservation with Nigeria through the creation and management of MAB transboundary biosphere reserves, the management of wider conservation areas including forest concessions, community and council forests. The "Man and Biosphere (MAB)" transboundary process is an opportunity to provide a cooperation framework for interventions across the landscape on conservation issues to promote forest based livelihoods as well as forest products trade.

To **secure long-term funding** for the management of these valuable areas, sustainable financing mechanisms must be explored and developed. These mechanisms must be integrated into the broader conservation strategy of the PAs (including corridors) and contribute to the consolidation of the co-management intervention. Locally negotiated Land Use Plans (LUP) along the corridors and peripheral zone of the parks should serve as reference for a territory-based Payment of Ecosystem Services (PES). PSMNR has developed a REDD+ concept based on council and village-based land-use planning for the conservation of forests along major corridors and peripheral zone of the parks. Funds should be invested in carbon friendly and productive agro-forestry systems.

The project activities are organised under the following results:

Result 1: Management and valorisation of forest resources is contributing to the sustainable development of peripheral zones of protected areas and targeted corridors.

Result 2: Integrated landscape management around protected areas is enhanced.

Result 3: Effective collaborative management of protected areas is assured.

Result 4: Integrity of ecosystems is ensured and monitored.

Result 5: Sustainable financial mechanisms for protected area management are developed and implemented.

Result 6: The programme is managed and coordinated effectively.

PSMNR Phase V has been conceived with a three-year project duration. However, it is planned that PSMNR V will be extended or prolonged by a sixth phase of the programme starting in parallel with Phase V but running until the end of 2026.

2. SPECIFIC CONTEXT OF THE ASSIGNMENT

The consortium of GFA Consulting Group GmbH (GFA) and Deutsche Forstservice GmbH (DFS) has been contracted by MINFOF as project consultant to provide technical assistance for the implementation of PSMNR Phase V. The assignment of the project consultant includes the following tasks:

- Supporting MINFOF in preparing and developing the details of the project design;

- Supporting MINFOF in all tasks of technical management of the project (planning, implementation and monitoring of the project activities, supervision of the implementation and commissioning works) in accordance with the project logframe;

- Supporting MINFOF in all tasks of financial management of the project (cost control, acceptance, advice, control of the financial proposals especially for direct agreement contracts, organisation of direct labour, confirmation of the regularity of the use of the disposition funds and countersigning the requests of funds, organisation of the annual audit by an external auditor etc.);

- Ensuring close cooperation and coordination with all stakeholders involved in the project, e.g. WWF and WCS and other partners;

- implementation and enforcement of the environmental and social compliance standards as defined in paragraph 2.2. and in Annex 6 ("Environmental and Social Commitment Plan").

The consulting team is composed of the following team members or experts: (i) Teamleader, (ii) Protected Areas and Landscape Management Expert, (iii) Finance and Administration Expert, (iv) Forest Expert, (v) Civil Engineer Expert, (vi) Law Enforcement Expert. The consultant team is based in Buea.

3. EXPERT'S TASKS

The tasks of the international long-term expert concern law enforcement and protected area management. The Law Enforcement Expert shall provide capacity building and mentorship to the "Regional Protection Unit" (RPU). The focus of the unit is on information gathering, intelligence, investigations and targeted Interventions according to the Law Enforcement concept. He/she will be working with the Regional Protection Unit under the general supervision of the Regional Delegate, in coordination with the Regional Chief of Wildlife and Protected Areas

and in collaboration with PA conservators and park services, Regional Control Brigade, DD MINFOF according to the organigram developed. He/she will supervise the RPU team responsible for collecting, managing, analysing and reporting on wildlife crimes in the program, leading to targeted interventions, arrests and prosecutions. In addition, the Law Enforcement Expert shall also work on close cooperation and advice the Biomonitoring Unit on proper and up-to-date monitoring techniques. The responsibilities of the Law Enforcement Expert include (but are not necessarily restricted to) the following tasks:

- Support MINFOF for the finalisation of the creation and functioning of the "Conservation Task Force"; organisation of collaboration with MINDEF and recruit local conservation support staff (e.g., former hunters);

- Implement and further expand the law enforcement strategy from Mt Cameroon NP (piloted in phase IV) to the other four protected areas in accordance with the security context;

- Advise, mentor and build capacity of the Regional Protection Unit for information gathering, intelligence, investigation and targeted intervention. This also includes:

  − Plan and steer information gathering and investigation and coordinate the intervention of the unit in collaboration with its head on a monthly and weekly basis;

  − Support monthly internal and external reporting of the RPU;

  − Elaborate annual plans and budgets, follow-up implementation, and contribute to PSMNR monitoring and reporting;

  − Manage financial and logistical aspects of the RPU.

  − Lead regular briefs for ongoing investigations and briefs/debriefs for interventions;

  − Organize collaboration with other law enforcement actors and organizations (e.g. TRAFFIC, LAGA) and explore the possibilities to create transboundary collaborations with Nigerian partners;

  − Participate in investigations and follow legal procedures to maintain an end to end understanding of current cases and to maintain pressure on ongoing cases;

  − Coordinate the collection and centralization of information and intelligence with the protected area conservators;

  − Follow-up of the use of SMART for law enforcement; production of regular reports on patrolling and evaluate activities

  − Assist conservators in developing and creating new information/informant networks to be inserted into the analytical process for investigations and future interventions; Work with the RPU to analyse and synthetize said information and share back with the conservators to maintain a positive feedback loop;

  − Supervise operational analyst in maintaining the database on information, investigation, arrest, seizures, court cases;

  − Partake in risk management and mitigation duties linked to all involved activities (information gathering, intelligence, investigation and targeted intervention);

- Contribute to the development Standard Operation Procedures for the different activities of the unit and targeted interventions of the PA services (with or without participation of the RPU);

- Organize specific capacity building for the unit but also for staff in the PA services (i.a. conservators, eco guards and local conservation support staff) in order to implement the required activities in a professional manner and with respect of both human rights and adapted risk management;

- Development and implementation of patrol strategy in all five PAs in collaboration with PAs, including a transboundary patrol strategy (KNP, TnP) taking in consideration poaching hot spots, bush meat trade channels and markets

- Strengthening of the collaboration with judicial institutions and law enforcement actors (in coordination with the Conservators) with the intention to improve on prosecution and strengthening the mutual collaboration through sensitisation and commonly organized workshops for the capacity building of eco-guards;

- Organisation of the operation centre for briefing/debriefing of patrol teams and day by day follow up of operations; organisation of information management system about illegal activities, especially to reduce impact of organised crime (e.g., ivory)

- Supervise implementation of Human Wildlife Conflict management strategy in collaboration with partners;

- Provide technical advice to protected area management in collaboration with MINFOF and further development partners;

The Law Enforcement Expert is responsible towards the GFA Team Leader and the Principal Backstopper and shall abide by the instructions of the two project leaders. The Law Enforcement Expert shall work in close cooperation with the experts of the consulting team.

The Law Enforcement Expert represents the interests of the Consortium (GFA-NNF) towards any project stakeholder, notably the client, the donor, and other institutions in the country of assignment.

4. TIMING AND DURATION

The assignment as Protected Area and Landscape Management Expert is conceived as a permanent or long-term position in the frame of PSMNR V. The assignment shall start on 01. August or September 2024. The place of employment shall be Buea.

5. PROFILE OF EXPERT

The international expert should have longstanding technical experience in protected area management, law enforcement and wildlife conservation. The expert shall have the following profile/professional experience:

- University qualification in Conservation, Ecological Science, Wildlife Management, Law or similar;
- At least 5 years of professional experience in law enforcement and wildlife conservation particularly working with wildlife law enforcement teams in protected areas;
- Familiar with major trends in wildlife criminality in Cameroon;
- Previous experience in building information networks and in performing criminal investigative analysis;

- Profound knowledge of the Cameroonian institutional and legal framework for law enforcement and biodiversity conservation, in-depth understanding of the legal standards that must be adhered to throughout all stages of the investigative process to ensure evidence is admissible in court;
- At least five years of professional experience in providing technical advice to public authorities in developing countries;
- Proven experiences in Cameroon or the wider sub-region in protected area management, conservation and wildlife management;
- Experience in similar development cooperation projects or programmes preferably funded by German Financial Cooperation or international development banks,
- Proficiency in the English language, French language skills are an advantage
- Ability to handle sensitive information and work with varying levels of confidentiality.
- Exceptional organizational and planning skills, team management skills and the ability to work independently. He must have a high level of honesty and integrity.
- Excellent analytic, organization, facilitation and reporting skills.
- Ability to handle a wide range of tasks simultaneously, proactively and responsibly.

As he/she may have to take over management functions in the absence of the team leader, adequate management experience from similar projects or programmes and knowledge of project management instruments, in particular, are required.