



**Position Title:** Human Rights Consultant

**Location:** Remote, with required travel to Johannesburg and various Parks

**Reporting to:** Head of Law Enforcement

### **Project/Program overview**

This project proposes the hiring of a human rights consultant for a period of two years.

A core operating principle of African Parks (AP) is that respect for human rights is an essential part of securing natural habitats, biodiversity and ecosystems, and of maintaining and improving quality of life, both for local populations as well as the global community. AP partners with governments to conserve the natural resources within protected areas, while engaging and enabling neighboring communities to participate in the management of the parks in order to ensure the sustainable use of natural resources and improved livelihoods. AP believes the protection of Human Rights, those of our employees and of our community partners around our Parks, are the keys to fully realizing these partnerships and achieving our vision, where 30% of Africa's unique landscapes and their spectacular wildlife are secured and valued in perpetuity.

Broadly, AP adheres to all applicable international human rights norms and standards. AP has explicitly incorporated relevant international human rights standards into its operating procedures, specifically its Code of Conduct and its Human Rights Statement of Principles, which are binding on all AP employees. AP has also developed and implemented a training curriculum for its employees in order to ensure human rights principles become the day-to-day practice across all AP operations and programs.

An area of special human rights concern for AP is its law enforcement activities. Law enforcement is one of AP's core operational pillars and more than 1400 AP employees participate directly in law enforcement activities. AP's authority to conduct law enforcement activities including use-of-force, even lethal force, to achieve lawful objectives is delegated to it by national governments through management agreements. Pursuant to these authorities, AP law enforcement officers "rangers" are trained and expected to conform their activities to relevant national law in their protected areas. Law enforcement activities typically undertaken by AP rangers include, but are not limited to: keeping and bearing firearms; bearing insignia; questioning/interrogation; surveillance and patrolling; searches; seizures; arrests; processing and transport of prisoners; detention of persons; guard duty and law enforcement training; etc.

With its delegated authority comes AP's responsibility to ensure such it conducts all law enforcement activities not only in conformity with relevant national law but also with international human rights standards. International human rights standards are often codified in the relevant national law, though not always. Accordingly, AP is prioritizing human rights programming and training for all personnel conducting law enforcement activities, especially rangers and their chains of command.

### **Evaluation Purpose and Use, Objectives, and Scope**

The purpose of this project is to assist in the implementation of AP's human rights program, especially as it relates to AP's law enforcement operations, by accomplishing the following:

1. Review relevant national law from AP's countries of operation (Currently Angola; Benin; Central African Republic; Chad; Democratic Republic of Congo; Malawi; Mozambique; Republic of Congo; Rwanda; South Sudan; Zambia; and Zimbabwe) to assess the degree to which it aligns or does not align with relevant international human rights standards and document findings;
2. Review current AP human rights standards (e.g. Code of Conduct; Human Rights Statement of Principles; Law Enforcement SOP; Environmental and Social Safeguards SOP; Grievance



- Mechanism Procedures; Human Rights Training curriculum) to identify areas for improvement and propose revisions for consideration;
3. Design appropriate, relevant training and awareness-raising projects for a variety of audiences, including park-level law enforcement personnel, to re-enforce understanding of and respect for human rights, empower in practice;
  4. Identify appropriate audiences for and conduct Park-level human rights training for AP law enforcement personnel and others, in a minimum of 3 Parks in FY2023;
  5. Design and maintain database to track project progress and track AP personnel receiving human rights training;
  6. Provide status reports in English and French, as needed, to AP HLE;
  7. Produce an individual work plan based on agreed program priorities which also takes into account park and regional priorities;
  8. Advise and mentor AP personnel working on human rights matters;
  9. Prepare the final report and oversee its translation into French and Portuguese; and
  10. Perform other responsibilities as needed.

The consultant will be expected to place particular focus on the development of appropriate operational guidance – through SOP development and training – for Park level law enforcement activities that takes into account relevant national law and international human rights standards.

**Required qualifications and skills:**

- Demonstrated professional background and expertise (legal; policy; and/or academic) in human rights law, comparative law and/or other international public law, with a minimum of 5 years of professional experience in related fields;
- Strong background working with international human rights conventions and/or foreign legal systems, with demonstrated experience as counselor/advisor for practical applications thereof, preferably in a law enforcement, military or protected area management contexts;
- Work experience in Africa, with demonstrated ability to work and thrive in remote areas;
- Fluency in English and French (written and spoken), with Portuguese proficiency a plus;
- Exceptional communication skills (written and spoken);
- Willingness and ability to travel extensively, including to remote areas; and
- Excellent Microsoft Office skills.

***How to apply***

*To apply, please email your CV and cover letter to [hadmin@africanparks.org](mailto:hadmin@africanparks.org) by 10 February 2023.*

**Background**

African Parks is a non-profit conservation organisation that takes on the complete responsibility for the rehabilitation and long-term management of national parks in partnership with governments and local communities. We currently manage 22 national parks and protected areas in 12 countries covering over 20 million hectares in: Angola, Benin, Central African Republic, Chad, the Democratic Republic of Congo, Malawi, Mozambique, the Republic of Congo, Rwanda, South Sudan Zambia and Zimbabwe.