



Parc National W - Bénin

Alfakoara, B.P:75 Kandi, Bénin

www.africanparks.org

JOB ADVERT

N°06/2023/APN-B/PARC W

Position Title:	Law Enforcement Mentor (M/F)
Location:	Benin, Operations Base, W National Park
Reports to:	WAP Security Coordinator
Start date:	July 1, 2023
Type of contract:	Fixed Term Contract - Full Time
Closing date:	June 15, 2023

ABOUT AFRICAN PARKS

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.

Since 2020, Benin Government has entered into a long-term agreement with African Parks to revitalize, rehabilitate and develop W National Park. Together, with Pendjari National Park, it forms a significant portion of the W-Arly-Pendjari (WAP) Complex, a globally significant transboundary landscape representing the largest intact wild ecosystem in West Africa.

African Parks is seeking to appoint a full-time Law Enforcement (LE) Mentor for W National Park in Benin. This role represents an exciting opportunity to work with a unique conservation organization, dedicated to protecting Africa's wildlife and remaining wild places across Africa continent.

JOB OVERVIEW

With the aim of strengthening the skills of law enforcement personnel, the main aspects of the LE mentor's role are as follows:

- ❖ Provide operational guidance and leadership support to the park special brigade under the direction of the WSC and in coordination with PMs and LE Managers.

- ❖ As directed by WSC and/or PM, and in coordination with park Law Enforcement Manager (LEM), implementation of the APN LE SOPs, best practices and the highest organizational and operational levels of safety, equipment, training, tactics, conduct of operations and support structures in Parks, including;
- ❖ Planning and coordinating all levels of LE training, including the mentoring and capacity-building of park instructors and the administration of all AP refresher training;
- ❖ Assuring the highest levels of operational/tactical skills and safety practices, complying with AP LE SOPs, of park LE Units through frequent inspection, with reports furnished to PMs;
- ❖ Aiding HLE in conducting regular inspections as requested in the AP LE SOPs, an annual individualized skills assessment of LE personnel, with documentation to Ranger HR files;
- ❖ Assessing normal and specialized equipment requirements for park LE units, and supporting the contracting and procurement of equipment in accordance with AP LE SOPs;
- ❖ Planning and conducting regular exercises to ensure operational readiness;
- ❖ Assisting in the design and implementation of personnel rotation schedules responsive to operational needs, as well as to the training and leave requirements of LE personnel;
- ❖ Identifying resource needs of LE personnel (e.g. rations, equipment stores, supplies, housing, finance, transportation, medical) and advising WSC, PMs and LEM thereof;
- ❖ Assuring armory and operations control room security, procedures and operations are following AP LE SOPs;
- ❖ Fostering coordination with park intelligence units and cooperation in “intelligence-led operations”;
- ❖ Leading the production and regular revision as well as evacuation exercises of park security and evacuation plans;
- ❖ Leading the production of park security risk assessments;
- ❖ Assisting and directing operations and efforts to ensure the physical security of AP personnel, assets and operations (inside and outside the park) from any type of attack;
- ❖ Supporting air marshal training and ensuring best practices in support of tactical air operations are provided;
- ❖ Guiding LE teams to the highest levels of operational readiness in all types of actions. Special emphasis will be expected on QRF and reconnaissance operations;
- ❖ Providing technical guidance to ensure maintenance, inspection, cleanliness and operational readiness of all firearms and ammunition;
- ❖ Advising LEMs in the conduct of operations and joint operations with military units in accordance with the CONOPS;
- ❖ Supporting the implementation of CONOPs, LEO and annual budget of the park;

- ❖ Assisting LEM in designing deployments, in assuring orders are disseminated and executed properly, in conducting after-action debriefings, and in preparing Incident Reports to APN standards;
- ❖ Supporting in an “acting” capacity other managerial roles, including that of WSC, when necessary to achieve continuity of operations;
- ❖ Cultivate an environment of excellence, teamwork, integrity and professionalism in all LE operations;
- ❖ Develop APN’s next generation of leadership through positive example and mentorship;
- ❖ Perform other duties as assigned that contribute to the success of park operations.

WHAT SUCCESS LOOKS LIKE IN 06 MONTHS:

- ❖ Safe, Efficient and Effective Law Enforcement operation in the park within AP SOPs, CONOPS, LEO plan in the current security context;
- ❖ Significantly improve the law enforcement leadership team's ability to manage personnel, materials and conduct safe and efficient operations in accordance with APN's SOPs;
- ❖ Increased capacity of LE Teams to operate efficiently, effectively and safely in a hostile environment while sustaining zero casualties;
- ❖ Excellent coordination of joint operations with host-country military and other park departments;
- ❖ Improved coordination with park J2 units;
- ❖ Equipment necessary to be able to ensure safe and efficient operations is in place;
- ❖ All training needed to dominate the terrain are implemented according to plan;
- ❖ All Park personnel and visitors operate in a safe and secured environment;
- ❖ Poaching and criminal presence in the park minimized significantly.

KEY RELATIONSHIPS

- ❖ Regional Operation Manager
- ❖ WAP Security Coordinator
- ❖ Park Managers
- ❖ Heads of Law Enforcement
- ❖ Intelligence Chiefs
- ❖ Intelligence Mentor
- ❖ Aviation Supervisor
- ❖ Field Operations Managers

CAPABILITIES, COMPETENCIES AND EXPERIENCE NEEDED FOR THIS ROLE

- ❖ Military or Law Enforcement background suitably referenced;

- ❖ Military/Law Enforcement background – middle ranking officer with operational experience;
- ❖ Demonstrated conservation understanding/experience;
- ❖ Significant Africa experience, ideally in West Africa and in hostile environments;
- ❖ Significant leadership experience with proven successful team building ability;
- ❖ Multidisciplinary exposure;
- ❖ Fluency in French and English is a requirement;
- ❖ Resourceful, resilient and reliable;
- ❖ Able to achieve mission success working autonomously or with little support in low-resourced environment for extended periods;
- ❖ Ability to work well within a team and accept constructive criticism;
- ❖ Goal-oriented, self-motivated, creative, highly flexible and adaptable to change;
- ❖ Strong willingness to and experience living in a remote location;
- ❖ Adhesion to African Parks values.

HOW TO APPLY

Please submit in a single PDF format **your CV, cover letter and proof of related qualifications**, along with three references to rh.parcw@africanparks.org Cc marca@africanparks.org

With mail subject heading: “LE MENTOR role_LAST NAME”.

