

# TRAFFIC

## TRAFFIC Terms of Reference - Consultancy

<b>TITLE:</b>	International Training Consultant
<b>LOCATION:</b>	Home based with travel to Nigeria, Togo, Ghana, Cote d'Ivoire Liberia
<b>REPORTS TO:</b>	Senior Financial Crime Specialist
<b>TYPE OF CONTRACT:</b>	Short term consultancy (over a period of 6 months)
<b>EXPECTED START DATE:</b>	01 February 2023
<b>CLOSING DATE:</b>	31 January 2023

### ORGANISATIONAL BACKGROUND

TRAFFIC is the leading non-governmental organization working globally on trade in wild animals and plants in the context of both biodiversity conservation and sustainable development. TRAFFIC International is a charity and limited company registered in the UK. TRAFFIC's head office, based in Cambridge UK, provides worldwide leadership, coordination, cross-regional and corporate functions. TRAFFIC's local engagement is managed through program offices operating under the auspices of the UK charity, with staff based in a hub office and at other strategic locations where necessary. Program offices operate within a geographic area of responsibility focused on one or multiple countries where TRAFFIC aims to help deliver priority program outcomes. TRAFFIC works in strategic alliance with IUCN and WWF on wildlife trade issues.

### PROJECT BACKGROUND

The West Africa Biodiversity and Low Emissions Development (WABiLED) Program is a four-year program funded by the United States Agency for International Development (USAID) with three core objectives: combat wildlife trafficking and enhance great ape conservation; reduce deforestation, forest degradation, and biodiversity loss in key transboundary forest landscapes; and reduce greenhouse gas emissions and increasing carbon sequestration from land use. WABiLED is implemented by Tetra Tech ARD with five subcontracting partners including TRAFFIC, Born Free USA, Winrock International, Re:wild and Dalberg Associates.

To achieve these ambitious objectives, WABiLED will work with public and private sector partners to strengthen the capacity of national and regional networks and institutions to enforce and prosecute wildlife trafficking laws across the region; implement regional and transboundary cooperation and biodiversity conservation strategies in the key forested countries of Guinea, Liberia, Cote d'Ivoire, and Sierra Leone; and improve capacity for economic planning and development of low emissions development strategies to reduce West Africa's greenhouse gas emissions thus contributing to national and global climate commitments.

WABiLED's activities at the regional, local, and national levels will generate knowledge and information that will ensure that conservation and development best practices can be used to inform laws and policies

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## **JOB DESCRIPTION**

### **CHARACTERISTIC DUTIES**

The successful candidate will assist the WABiLED Team in Accra to implement a comprehensive capacity building project focused on the training of law enforcement agencies (customs, wildlife law enforcement personnel, police) and private sector actors who operate at maritime and airports in West Africa, including freight forwarders, with the objective of countering national and cross-border illegal wildlife trade.

The candidate will conduct trainings for target stakeholders in both Government and private sector, who work at key sites involving international transport, to reduce opportunities for wildlife traffickers to exploit transport supply chains across and out of West Africa. The candidate will also initiate discussions with private sector company trainers and HR departments to agree longer-term integration of curricula into staff training programs

Each training module will consist of face-to-face sessions with the trainees.

6 site-based trainings at selected airports and seaports in the 5 priority West African countries (Côte d'Ivoire, Ghana, Liberia, Nigeria, and Togo) to be completed between 27 February 2023 and 31 July 2023.

### **DURATION**

The Consultant is expected to work over the period 27 Feb 2023 - to 31 July 2023.

### **SPECIFIC DUTIES**

- 1) Convene stakeholder groups and conduct needs assessments at target port sites, on improved detection, collaboration and coordination in CWT
- 2) Identify and review current training programmes in the specific air and seaport sites, by stakeholder and existing reporting mechanisms/SOPs.
- 3) Design training materials and curricula for air and maritime sectors with the objective of improving identification, reporting and coordination of efforts to combat illegal transportation of wildlife (both live and derivatives)
- 4) Tailor content depending on target user (for example, private sector baggage handler and Govt law enforcement officer) and country, and drawing on material already developed under TRAFFIC's ROUTES program and UNODC trainings
- 5) Meet with key individuals from stakeholder agencies to secure sign off and ensure that the training is linked to the relevant laws, policies, and standard operating procedures for the country
- 6) Coordinate with TRAFFIC WABiLED Transport Sector Specialist to plan and organize workshop logistics in each country

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- 7) Conduct 6 workshop trainings lasting 2 – 3 days per site
- 8) Develop 'training of trainer' guidance and package for integration to private sector internal (induction) training on 'Combatting Wildlife Trafficking' programs (e.g, Airport Authority, Airlines, DHL, Freight Forwarders)
- 9) Provide a written summary report of each training event of no more than five pages excluding annexes, to include a summary of end of training assessment results and discussions with stakeholders on longer-term integration of training and next steps.

## REQUIREMENTS

- University-level degree is preferred (Master and above) in law, law enforcement, criminal justice, environment, conservation, transport sector, or related field.
- A minimum of 10 years of professional experience in a private sector organization or in a law enforcement/conservation capacity with a government, an international non-governmental organization (NGO), or inter-governmental organization (IGO).
- Significant professional training and development capabilities with demonstrated competencies in design, development and writing of training modules and materials.
- Knowledge of wildlife conservation issues and environmental crime would be an advantage.
- Fluency in written and spoken English is essential, fluency in French is desirable, networking and collaboration skills and ability to work with sensitivity in a multicultural environment.
- Flexible and adaptable management style.
- Strong IT literacy and Microsoft Office skills.
- Able to travel on business visas in West African countries
- Willing to work for periods of up to 3 weeks away from home.

## CONDITION OF PAYMENT

The payment schedule will be based on instalments, paid on delivery of milestones, to be agreed.