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Approved by  
Inspector of Labour  
05/04/23



**POSITION** : Law Enforcement Mentor  
**ORGANISATION** : African Parks Network – South Sudan  
**LOCATION** : Boma & Badingilo National Parks  
**REPORTING TO** : Park Manager  
**EXPECTED START DATE** : **As Soon As Possible**

**BACKGROUND:**

African Parks is a non-profit conservation organization 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, Republic of Congo, Rwanda, Zambia, Zimbabwe and South Sudan.

Boma and Badingilo National Parks are located in South Sudan's equatorial region with a combined area of 30, 000 KM<sup>2</sup>. The parks host the second largest wildlife migration in the Africa that covers over 120,000 KM<sup>2</sup>, and provide habitat for large populations of hartebeest, buffalo, elephant, giraffes and lions.

**JOB OVERVIEW:**

The Law Enforcement Mentor will guide and assist the PM and Park law enforcement personnel to achieve the highest levels of operational readiness, training standards, and policy compliance in all law enforcement activities, with an emphasis on capacity building and development of all levels of the law enforcement chain of command.

**MAIN ROLES & RESPONSIBILITIES:**

- Provide operational guidance and leadership support to park law enforcement (LE) personnel in coordination with the PM, park LE Managers, and the Anglophone Chief Instructor;
- Guide and assist the implementation of and adherence to AP Standard Operating Procedures (SOP) and the highest operational standards for LE planning, safety, equipment, training, tactics, and conduct of all law enforcement activities;
- Plan and coordinate all levels of LE training, including annual and refresher training;

**Develop and mentor Park instructors;**

- Assure implementation of frequent inspection schedule with reports furnished to PMs;
- Assure annual individualized skills assessment of LE personnel;





- Guide and assist LE chain of command in all manners of LE documentation, including preparation and maintenance of park-level training files and ranger personnel files;
- Advise PM on LE resource needs (e.g. uniforms; equipment; rations; supplies; housing; mobility; medical; social and personal needs) and support procurement efforts;
- Plan and conduct regular exercises to ensure operational readiness;
- Guide and assist development and assurance of armoury and operations control room security, procedures and operations;
- Foster cooperation and coordination with park intelligence units for intelligence-led operations;
- As directed by PM, establish and maintain liaison and coordination with host country military and law enforcement units;
- Leading production and regular revision of park risk assessments, and security and evacuation plans;
- Guide and monitor the maintenance, inspection, cleanliness and operational readiness of all firearms and ammunition;
- Facilitate training courses and exchange programmes, as required;
- Assist in preparation of park LE-related reporting requirements, including annual budgets, business plans and LE strategies;
- Lead compliance with SOP related to incident reporting and after-action reports;
- 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; and
- Perform other duties, as needed, to contribute to the success of park operations.

**What success looks like:**

- Safe, Efficient and Effective Law Enforcement activities that comply with relevant national law, relevant international human rights standards and AP SOPs;
- Area integrity, characterized by: (1) protected eco systems; (2) an enabling environment for socio-economic and commercial development; and (3) greater local and regional stability;
- Excellent coordination with host-country authorities;
- Intelligence-led LE planning and deployment capable of countering all threats;
- A ranger force that is motivated, trained and equipped to counter all threats.







#### EDUCATION AND EXPERIENCE:

- Military or Law Enforcement background, with operational and training experience, suitably referenced;
- Significant leadership experience with proven successful team building ability;
- Goal-oriented, self-motivated, creative, adaptable to change;
- Excellent interpersonal and communication skills;
- Ability to achieve mission success working autonomously or with little support in low-resourced environment for extended periods;
- Conservation understanding/experience desired, with previous work in Africa preferred;
- Willingness and ability to thrive in remote locations;
- Highly proficient in English (verbal and writing); proficiency in Arabic preferred;
- Integrity and adhesion to African Parks values.

#### HOW TO APPLY:

To apply, please email your CV and cover letter to [ssrecruitment@africanparks.org](mailto:ssrecruitment@africanparks.org) or hand delivery to **African Parks office Thonping, Synergy Suites – Plot No 849, Block No 3-K South** by **Monday, 27 April 2023**. Please mention the position name in the subject line of the email.

In case you do not hear from us within two weeks after the closing date, this means that your application was not successful. We thank you for your interest in working for African Parks.

