The World Wide Fund for Nature (WWF) Cameroon is recruiting a Consultant to carry out a study of human-wildlife coexistence, with a focus on human-elephant conflicts, in south of Nki National Park (from Ndongo to Tembé Rivière)

Want to make a positive difference to the future of people and our one shared home the Earth? Working with WWF could be the opportunity of a lifetime:

All around the world, people are waking up to the deepening crisis of nature loss. A growing realization that nature is our life-support system. Nobody will be spared from the impacts of its loss. Here at WWF, we are helping to tackle this enormous global challenge.

Our people come from hugely diverse backgrounds and with a variety of expertise, ranging from HR and finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

What we do:

We are an independent conservation organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to businesses and government, we are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainably.

We are looking for a Consultant to develop and implement a capacity-building plan for a palm oil producers’ cooperative in Ngwei district.

We are looking for a Consultant on the following terms:

<table>
<thead>
<tr>
<th>Title</th>
<th>Study of human-wildlife coexistence with a focus on human-elephant conflicts in south of Nki National Park (Ndongo - Tembe Rivière area)</th>
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</thead>
<tbody>
<tr>
<td>Landscape</td>
<td>TRIDOM Cameroon segment</td>
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| Programs and sites | Jengi TRIDOM Program  
Nki National Park (South of the park: Ndongo area) |
| Proposed duration of study | 50 days |
| Proposed starting date | 11 September 2023 - 30 October 2023 |

1. Context and justification

WWF has been present in Cameroon for more than 30 years and supports the government of Cameroon in the sustainable management of biodiversity through a partnership agreement and memoranda of understanding with Ministry of Forests and Fauna (MINFOF) and Ministry of Environment, Nature Protection and Sustainable Development (MINEPDED). To provide
this support, WWF Cameroon has four (04) field programmes, namely: JENGI TRIDOM, JENGI TNS; KUDU ZOMBO AND COASTAL FOREST.

Jengi TRIDOM Programme operates in TRIDOM Landscape of Cameroon, an area with exceptional biodiversity, but also with a multitude of forms of land use (protected areas, forest management units, communal forests, mining areas, agro-industrial areas, hunting areas, etc.). This landscape is also home to a diverse population with two (02) major ethnic groups: the indigenous Baka people, who represent around 25% of the population, and the Bantu. These two (02) ethnic groups are closely dependent on the forest for their basic needs.

Although Jengi TRIDOM programme provides technical and financial assistance for the management of Nki and Boumba-bek National Parks, Ngoyla Wildlife Reserve and Ngoyla Mintom Forest Massif in this landscape, human-wildlife conflicts (CHF) are becoming increasingly recurrent in the landscape, as well for other programmes supported by WWF; to the extent that every day a complaint is lodged with the conservation services for destruction of crops by wildlife. 183 complaints were lodged for Nki National Park, in the course of 2022, by communities living on the Moloundou - Ndongo axis at the Moloundou forestry post to denounce the destruction of fields by elephants and great apes.

- **Incidents of human-wildlife and human-elephant encounters and conflicts in the TRIDOM Cameroon landscape.**

Nki National Park, site chosen for the study, is home to forest elephant Loxodonta cyclotis africana and several other flagship species such as gorillas (Gorilla gorilla), chimpanzees (Pan troglodytes), forest buffalo (Syncerus caffer nanus), etc. To facilitate collaborative management, the park has been divided into four conservation sectors. Since 2020, the southern sector of the park (Ndongo to Tembe river area) has been subject to conflicts with wildlife in general, elephants and great apes in particular. These conflicts are characterised by elephant attacks and destruction of crops.

Human-elephant conflict, and in particular the destruction and pillaging of crops, is therefore a persistent conservation problem in this area, which includes ten (10) villages. Every year, the number of complaints lodged seems to increase (183 in 2022).

The collection of data for the inventory of LHC in the area, as well as multiple field visits by protected area managers and the administrative authority, have led to certain actions being taken to mitigate conflicts. A number of measures have been taken (in particular, the use of spiced and smoked earthen balls, the use of dummies by members of the community and warning shots). An administrative drive was authorised by MINFOF.
The data collection and preliminary observations following these measures demonstrated that all methods are ephemeral, as after eight (08) months, conflicts started again and even redoubled at a level that elephants were coming up behind houses. However, it has been noted that, in countries such as India, a combination of approaches and strategies is probably the most effective in managing conflicts between man and wildlife.

- **WWF Cameroon’s mandate to deal with conflicts between man and wildlife.**
  With the increasing of conflicts in multiple landscapes supported by WWF Cameroon, destructive scale and impact on communities highlights the real risks of community uprisings with the potential for social disorder, in addition to the direct threats to elephants in particular and other species in general. The recurrence of CHF in southern part of Nki National Park was the trigger that prompted the communities in this area and the administrative authorities, to raise the alarm to MINFOF (Nki National Park) and WWF (Jengi TRIDOM Programme) to help them find solutions to resolve or mitigate this conflict with wildlife.

- **Essence, aims, technical requirements and objectives**

  The publication “A Future for All: The Need for Human-Wildlife Coexistence” sums up the essence of human-wildlife conflict management as follows (CHF):

  "Worldwide, human-wildlife conflict (HWC) is a challenge to people and wildlife, leading to a decline in people's tolerance of conservation efforts; and contributing to multiple factors that drive species to extinction. Human-wildlife conflict is a significant threat to conservation, livelihoods and a host of other concerns, and should be addressed on a scale commensurate with its importance. By allocating adequate resources and forming wide-ranging partnerships, we can move towards a long-term coexistence that benefits both people and wildlife".

  CHF involves the interaction of humans and wildlife in ecological contexts often characterised by forests under different definitions. Moreover, food systems, often developed from previously forested land, are often victims of conflicts between humans and wildlife.

  In south of Nki National Park, as in the eastern forest areas of Lobeke and Boumba-Bek in eastern Cameroon, Campo in southern Cameroon and Mount Cameroon in south-west, wildlife mainly attacks the crops of small-scale farmers on periphery of protected areas. Solving this problem also involves strengthening and adapting food production systems to changes in land use and environmental factors.

  CC are potentially one of causes of CHF, with variability of climatic parameters leading to changes in wildlife behaviour. For example, if there is a change in rainfall, fruiting of trees may be affected, leading to a reduction in food availability, forcing elephants, for example, to turn to village plantations for food.

  Finally, main victims of CHF are the IP&LC. Given their geography and dependence on natural
resources, IP&LCs are often on the front line when it comes to CHF. To ensure that these critical groups and links in conservation chain remain positively engaged, their encounters and coexistence with wildlife must not result in losses to their lives and livelihoods, but in mutual benefits for them and for nature. The orientation of WWF Cameroon’s current strategy is firmly anchored in the link between encounters, coexistence and conflicts between humans and wildlife. Finding long-term solutions to the CHF phenomenon is a major challenge for WWF Cameroon.

2. Consultation objectives

The objective of this consultation is, on the basis of the Ndongo pilot case, to provide specific guidelines for the dynamic and long-term management of human-wildlife conflicts in order to ensure human-wildlife coexistence in the south-eastern TRIDOM landscape segment of Cameroon.

The successful implementation of this consultation must take into account full context of interactions between policies, forests, agriculture, protected areas and local communities in this geographical area.

- **Technical requirements**

  This work will be an adaptation of WWF-SAFE approach to CHF management. The consultant should be very familiar with SAFE approach (policy, prevention, mitigation, understanding conflict, response and monitoring) or similar methods.

  SAFE is a framework designed to manage CHF, therefore, depending on the case and the situation on the ground, the Consultant will actively lobby/propose/test a lobbying mechanism, assess, prepare/propose protocols, develop/propose plans, explore information gathering, develop/adapt guidelines, propose analytical frameworks, and or recommend tools/protocols, or provide basic awareness raising/training, or suggest budgets and monitoring instruments where appropriate, etc., to enable effective deployment of SAFE approach in TRIDOM Cameroon Segment landscape.

  - **Objective 1**: integration of policies; analysis of policies and legal protocols for managing animals in conflict;
  - **Objective 2**: Understanding the conflict: mapping hot spots, surveying community attitudes, monitoring the impact and severity of the conflict;
  - **Objective 3**: Develop mitigation strategies: temporary relief, compensation and insurance schemes; alternative livelihood programmes;
  - **Objective 4**: Designing preventive measures: fences, barriers, deterrents, subsidies, incentives, etc.;
  - **Objective 5**: Developing a Rapid Reaction System: communication/information exchange technology and early warning systems;
  - **Objective 6**: Develop a monitoring system: a participatory system for planning,
monitoring, evaluating and learning about the performance of the HWC programme.

3. Required deliverables

Required deliverables are described in the table below. It is expected that the Consultant will use details of SAFE approach to prepare technical and financial offer. Therefore, selection will mostly depend on quality of the deliverables taking into account the details of the technical requirements of each stage of the SAFE approach. Innovation and experience will be highly valued, but they must be realistic, cost-effective and simple to implement in the given context. Details of the timetable for various deliverables will be discussed and agreed during the launch process.

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<thead>
<tr>
<th>Delivrables</th>
<th>Based on terms of references, Consultant will be evaluated on the following :</th>
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<tbody>
<tr>
<td>1 Policies integration analysis</td>
<td>Policies and legal protocols for managing conflicts with animals</td>
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<tr>
<td>4 Preventive measures</td>
<td>Range of measures including fencing, barriers, deterrents, subsidies, incentives, etc.</td>
</tr>
<tr>
<td>3 Mitigation strategies</td>
<td>temporary relief, compensation and insurance schemes, alternative livelihood programmes.</td>
</tr>
<tr>
<td>2 Understanding of CHF</td>
<td>Mapping of hot spots, community attitude survey, impact and severity monitoring.</td>
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<tr>
<td>5 A rapid response system</td>
<td>IT package and early warning systems</td>
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<tr>
<td>6 Surveillance system</td>
<td>Participatory system for planning, monitoring, evaluating and learning about the performance of the HWC programme</td>
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<tr>
<td>7 Narrative report</td>
<td>A detailed narrative report of the fieldwork carried out to assess human-wildlife interactions, with a focus on human-elephant conflicts in the southern part of Nki NP (Ndongo-Tembé River zone) is produced, with maps, photos, etc.</td>
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4. Offer’s evaluation criteria

Admissible proposals will be evaluated on basis of full and open competition, in strict compliance with combined score method. Technical proposal will count for 100 points and be weighted at 40%, combined with the price offer, which will also count for 100 points and be weighted at 30%. Finally, the interview will count for 100 points and will be weighted at 30%. Technical proposal includes: composition and profile of the team members (40 points), methodological approach (40 points) and timetable for carrying out he work (20 points).
Financial proposal includes the time required (in HJ) corresponding to the maximum time required to achieve each objective of the service.

5. **Profile and requirements of the Consultant:**
   - Postgraduate degree in biological sciences or natural resource management; experience in Africa would be an asset;
   - Proven knowledge of the use of the WWF SAFE approach.
   - Fluency in French would be an asset;
   - Have used the SAFE approach or another CHF management protocol within the last five years;
   - Good knowledge of technology; advanced level of computer literacy with knowledge of use of main word processing software, databases and spreadsheets, as well as the Internet, communications, analysis software, GIS, etc.; Good management and communication skills.
   - Good team management and coordination skills, with experience of working with local authorities, civil society organisations and local communities;
   - Experience of policy analysis, concise drafting of plans, protocols, methodologies and guidelines;
   - Willingness and ability to conduct and lead field activities/surveys and travel to villages in remote areas;
   - Experience and skills in training and knowledge transfer;
   - Excellent communication and facilitation skills;
   - Ability to meet deadlines with accuracy, quality and attention to detail;
   - Good experience in delivering finished work on time.

6. **Working relations**

Consultant's main contact points will be:
- Sr Policy and Conservation Coordinator at WWF CCPO
- Program Manager of the Jengi TRIDOM Programme.
- Following people will be kept informed: Conservateur of Nki National Park and Departmental Forest and Wildlife Delegate for Boumba and Ngoko.

**How to apply**

Interested candidates should send their complete applications by e-mail to **recruit-cam@wwfcam.org**.

Please indicate in the subject line « **Consultant pour la gestion des conflits entre l'homme et la faune sauvage – JENGI TRIDOM PROGRAMME**».

Application deadline: **03rd September 2023.**
Thank you in advance for your interest in this position. Only candidates meeting the required criteria will be contacted. If you are not contacted two (02) weeks after the closing date, your application will be considered as not having been accepted.

**NB**: The selected Consultant will need to be available for a kick-off meeting on the methodology and timetable of activities before the start of fieldwork and, if necessary, during the fieldwork.

- **WWF's environmental and social safeguards**