



Terms of Reference

Wildlife Crime Monitoring Expert WWF-Pakistan

Department	:	Conservation
Reporting to	:	Coordinator Wetlands Specialist
Grade / Title	:	A1/Wildlife Crime Monitoring Expert
Duty Station	:	Deva Vatala National Park (DVNP) – District Bhimber AJK
Employment Contract	:	Short Term (July 01, 2026 – September 30, 2026)
Work Week	:	5 (Monday to Friday) Days - 40 hrs / week
Work Hours	:	830 to 1715 hrs

Working Relationships:

External: Work in close collaboration with Wildlife and Fisheries Department, AJ&K and local communities to report wildlife crime activities in Deva Vatala National Park and its buffer zones.

Internal: The position will be responsible in supporting the implementation of the project “Combatting wildlife Trafficking in Pakistan” at DVNP and buffer zones, Azad Jammu and Kashmir (AJ&K). Under the reporting supervisor, the Wildlife Crime Monitoring Expert will be responsible for carrying out tasks as assigned by project lead and implementing team.

JOB SUMMARY

1. Support in implantation of Zero Poaching Plan at DVNP – AJK

1. Conduct regular patrols and surveys within assigned areas to record, document and report any illegal wildlife poaching activities like illegal hunting, poaching, habitat destruction and tree cutting etc.
2. Assist project team in field studies regarding any biodiversity assessments, threat assessments and liaison with schools for awareness activities;
3. Collaborate with local authorities, conservation organizations, and other stakeholders for data sharing and information gathering;
4. Facilitate and participate in training and capacity-building sessions as required
5. Build a strong liaison with local communities to get their support in combatting the illegal wildlife trade in the area; promote conservation awareness in schools and community

through targeted awareness campaigns; facilitate community-based conservation initiatives.

6. Maintain detailed logbooks for motorcycles daily, recording essential information such as date, time, rider's name, purpose of travel, starting and ending mileage, fuel consumption, maintenance checks, and any issues encountered during use;
7. Any other assignment assigned by the supervisor

Selection Criteria:

1. At least Matriculation from a recognized board
2. Local to the area; further; nominations will be taken from Azad Jammu and Kashmir Fisheries and Wildlife Department for the hiring
3. Any relevant experience will be a plus point, especially the experience in wildlife monitoring or related activities
4. Basic knowledge of local flora and fauna
5. Good observational and reporting skills
6. Familiarity with social, cultural and geographical context and norms

Other Skills & Competencies

1. Physical fitness and ability to conduct outdoor activities in various weather conditions.
2. Should have knowledge of Android Based Phones and Apps usage
3. Driving skills are mandatory – specifically the motorbike

Behavioral Competencies

- Excellent communication and interpersonal skills.
- High level of professionalism, integrity, and confidentiality.
- Collaborative, team-oriented approach with the ability to work across departments.
- Proactive, organized, and solution-oriented mindset
- Adhere to WWF's Values: Courage, Integrity, Respect and Collaboration

Hiring Manager/Supervisor: Signature / Date: _____

HR department: Signature / Date: _____

Approved by Director Signature / Date: _____

Acknowledged by Employee: Signature / Date: _____

WWF- Pakistan is an equal opportunity employer and reserves the right to amend this document from time to time, as may be required in the interests of the organization