

VACANCY ANNOUNCEMENT

The *Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH* is a public-benefit federal enterprise that operates in more than 100 countries worldwide. We work on behalf of the German Government and support public and private sector clients in a wide variety of areas, including economic development and employment, energy and environment, and peace and security. Since 2012, GIZ has been also active in Botswana and the Southern African Development Community (SADC) region where Germany's support focuses on regional economic integration, transboundary water management, cross-border use, and protection of natural resources, including adaptation to climate change within the SADC/German cooperation framework. The thematic cluster "**Climate – Energy – Natural Resources**" is an organizational structure of GIZ Botswana/SADC, managing a portfolio of various projects funded by different ministries of the German Government and the European Union. The projects are implemented in different countries within the SADC region focusing on climate change, energy efficiency, tourism and management of natural resources, fisheries, and water.

Within this cluster, the project "**Law Enforcement and Anti-Poaching (LEAP) in the SADC Region – Strengthening Regional Cooperation to Combat Wildlife Crime**" adopts a multi-level approach: it (1) strengthens regional coordination, aimed at improving the capacity of the SADC Secretariat to coordinate and support Member States in implementing the strategy and advancing regional cooperation to combat wildlife crime, it (2) builds national law enforcement capacity, aimed at providing training and capacity development among national authorities, wildlife agencies and law enforcement institutions to strengthen their human and operational capacities to detect, investigate and prosecute wildlife crimes, and it (3) supports, through the promotion of gender-sensitive approaches, community-based prevention of human-wildlife conflict, poaching and wildlife trafficking in selected Transfrontier Conservation Areas (TFCAs), with a special focus on Mozambique.

The LEAP project intends to strengthen its technical team by recruiting a **regional expert** to provide specialist advice and, above all, ensure cooperation and

coordination with the SADC Secretariat as the GIZ project's political partner – and in particular with the two directorates, FANR (Directorate of Food, Agriculture and Natural Resources) and ORGAN (Organ on Politics, Defense and Security Affairs). In addition, he/she will provide technical support for capacity-building initiatives aimed at key stakeholders in the fight against wildlife crime in selected SADC member states, coordinating closely with a pool of short-term experts to be recruited for this purpose. GIZ therefore invites suitably qualified and experienced individuals to apply for the following position:

1. REGIONAL TECHNICAL ADVISOR FOR THE SADC SECRETARIAT ON LAW ENFORCEMENT AND ANTI-POACHING

Job Title: Regional Technical Advisor for the SADC Secretariat on Law Enforcement and Anti-Poaching

Job Category: Professional, Band 4

Location: Gaborone, Botswana

Place: LEAP Office (GIZ Cluster “Climate – Energy – Natural Resources”)

Duration: 01.09.2026 until 28.02.2029

A. RESPONSIBILITIES AND TASKS:

Under the technical supervision of the Project Manager, the Regional Technical Advisor carries out the following responsibilities and tasks:

- Serve, alongside the project manager, as the primary liaison to the SADC secretariat directorates responsible for combating wildlife crime, anti-poaching and law enforcement,
- Ensure regular communication and technical exchange between the GIZ-LEAP project and the two SADC directorates, FANR and ORGAN, as well as the Directorate of Policy, Planning & Resource Mobilization (PPRM), and among the SADC units themselves,

- Liaise with SADC Member States' LEAP Focal points and other relevant stakeholders in the subject area of the LEAP project,
- Represent GIZ at key meetings and fora relating to the implementation of the SADC LEAP Strategy,
- Provide technical support to the SADC Secretariat and Member States in the implementation of human-wildlife coexistence and anti-corruption initiatives,
- Supervise short-term and long-term consultants, including the elaboration of Terms of Reference (ToR), managing the consultants' work, and ensuring quality delivery,
- Organize and conceptualize inclusive stakeholder consultations for policy development,
- Compile progress reports about activities and progress,
- Support the project manager in the execution of other activities outside of the main responsibilities,
- Participate in and contribute to the content of the exchange formats of the LEAP project, the GIZ cluster, and the GIZ Botswana/SADC portfolio,
- Further tasks, in addition to the main tasks described here, may arise as the project is implemented.

B. REQUIREMENTS:

Qualifications

- Advanced university degree (Master or equivalent) in Biology, Nature Conservation, Natural Resource Management, Rural Development, International Law, Criminology, Forensic Science or related disciplines, ideally with a focus on combating Wildlife Crime, Law Enforcement and Anti-Poaching.

Professional experience

- Minimum of seven (7) years' relevant professional experience in Wildlife Management, Conservation Area Management, Public Security and/or Law Enforcement,
- Sound knowledge of the SADC Law Enforcement and Anti-Poaching Strategy,

- Proven knowledge and demonstrable experience of working with the SADC or similar (inter-)governmental organisations on highest levels in the regional/transboundary context,
- Previous working experience and existing networks in nature conservation, anti-poaching, law enforcement, international development projects, NGOs, community development, or local authorities,
- Evidence of managing contracts, small projects, events, or processes independently,
- Experience in working for an international development organisation is an advantage.

Other knowledge, additional competences

- Excellent skills in speaking and writing English, knowledge of Portuguese and/or French is an asset,
- High level of organizational, communication, reporting, and writing skills,
- Strong interpersonal and diplomatic communication skills,
- Very good working knowledge of ICT technologies and computer applications (e.g. MS Office, especially Word, Excel and Power Point),
- Strong team player,
- Willingness to undertake regular business trips within the SADC region.

This position is Gaborone-based with frequent travels in the region.

The position is open to nationals of SADC Member States.

Applicants who apply should enclose motivational letter, updated CV, certified copies of certificates, ID/Passport, and two traceable references.

Applications should be addressed to: Head of Human Resources (HR)

Private Bag X12, Village
Gaborone

E-mail address: **hr-botswana@giz.de**

Closing date for applications is 31 July 2026.

Please note that only shortlisted candidates will be contacted.

GIZ Botswana is an equal opportunity employer, therefore it encourages applications from all qualified and eligible candidates regardless of their gender, religion/belief, origin, disability, and/or any other minority group. We are committed to creating an inclusive working environment for all employees.