



Vacancy announcement

Position: Senior Training and Capacity Building Specialist

Deadline for application: 27 March 2024

RECOFTC is an international nonprofit organization working towards a future where resilient communities with respected rights thrive in forest landscapes that they manage sustainably and equitably. We take a long-term, landscape-based, and inclusive approach in supporting local communities to secure their land and resource rights, stop deforestation, find alternative livelihoods and foster gender equality. We have more than 36 years of experience working with people and forests and have built trusting relationships with partners at all levels. As a trusted, honest broker, we occupy a distinct position as an international organization that supports, informs, and brings together governments, communities, businesses, academia, and civil society organisations. Our innovations, knowledge and initiatives enable countries to foster good forest governance, mitigate and adapt to climate change and achieve the UN Global Goals.

RECOFTC operates in the Asia-Pacific region, with country program offices in Cambodia, Indonesia, Lao PDR, Myanmar, Nepal, Thailand, and Viet Nam.

RECOFTC is currently seeking a Senior Training and Capacity Building Specialist for the End Wildlife Crime initiative.

The selected candidate will be based in the USAID End Wildlife Crime in Bangkok, Thailand and will be offered a 24-month contract with the possibility of extension, contingent on funding availability and satisfactory performance.

About the activity

USAID End Wildlife Crime (EWC) is a five-year regional activity covering Southeast Asia and China that builds upon the successes of prior USAID/RDMA counter wildlife trafficking (CWT) activities – notably USAID Wildlife Asia and USAID Reducing Demand for Wildlife. To counter wildlife trafficking (CWT) and conserve biodiversity, USAID End Wildlife Crime (EWC) will strengthen rules-based order and foster increased collaboration and coordination with regional organizations, governments, the private sector, and civil society organizations (CSO). The program encompasses Southeast Asia's Association of Southeast Asian Nations (ASEAN) region and further supports the USAID Regional Development Mission for Asia's (RDMA) strategic objectives to reduce transnational environmental crime and bolster regional civil society networks. The activity has three specific objectives (referred to under "Tasks and duties" below):

1. Capacity of regional civil society actors to equitably and effectively counter wildlife trafficking and other wildlife crime is enhanced,
2. Law enforcement, adjudication, and policymaking systems across the region improved with shared vision and collaboration to combat wildlife crime, and
3. Collective efforts and actions at the regional level among civil society, government, private sector, and development partners to counter wildlife trafficking and other wildlife crimes are improved.

Tasks and duties

The Senior Training and Capacity Building Specialist is a member of RECOFTC's Program Coordination and Technical Services (PCTS) Unit. Reporting directly to End Wildlife Crime's Chief of Party, the Senior Training and Capacity Building specialist will:

- Plan, lead the coordination of and report on trainings, workshops and other events that support Objective 3 generally and Objective 1 and 2 (see details above) in terms of their capacity building efforts
- Help conduct one or more capacity building needs assessments that identify capacity gaps to be prioritized for training and learning interventions of the activity
- Lead in the design, development and implementation of trainings and learning activities to drive behavioral change using innovative and participatory approaches
- Advise on adult curriculum methodologies and ensure subcontract staff are incorporating a standardized approach towards adult learning
- Serve as a member of the EWC Core Management Team (CMT)
- Coordinate activities with RECOFTC's Senior Program Officer, Training and Learning Networks and the Director of RECOFTC's Program Coordination and Technical Services Unit – proactively cooperating to identify points of synergy between the activity and RECOFTC's programs
- Ensure training and learning materials are searchable and easily accessible by target audiences and other beneficiaries
- Lead in identifying relevant training, information and knowledge sharing platforms to serve the activity's capacity building work
- Contribute to the outreach and communication plans for the activity
- Lead in providing information and reporting that serves the activity's monitoring, evaluation, and learning systems for capacity development and learning activities
- Present capacity development and learning experiences and achievements of the activity at relevant forums and platforms
- Explore and coordinate potential collaborations and partnerships with EWC with relevant parties and entities
- Perform other specific duties as assigned by the activity's Chief of Party

Qualifications and experience

The Senior Training and Capacity Building Specialist should have the following qualifications and experience:

Essential:

- A bachelor's degree with 8 years of experience, a master's degree with 6 years of experience or an equivalent combination of education and experience
- Experience in developing the technical and organizational capacity of organizations, constituencies and communities of practice that are focused on collective action
- Experience supporting capacity building, training, leadership development and networking capabilities of government officials and civil society actors
- Experience working across disciplines to support multi-disciplinary goals
- Demonstrated management experience
- Excellent oral and written communication skills in English

Desirable:

- Experience working in Southeast Asia

RECOFTC's core values

At RECOFTC, our core values are the foundation of our culture and guide all our work. In addition to job-specific skills and experience, the applicant should possess the following characteristics, attitudes and skills:

- Embrace innovation
- Adapt to and learn from challenges
- Nurture commitment, responsibility and ownership
- Collaborate with partners and stakeholders
- Commit to sustainability
- Cultivate participation, gender equality and social inclusion
- Prioritize wellbeing

How to apply

Interested candidates are invited to submit their CV and a cover letter. The cover letter should explain why the candidate is suitable for the position, include salary expectations, and provide the current contact details of three referees, including recent supervisors. Please click on "[Apply Now](#)" to start your application process. Only shortlisted candidates will be contacted. RECOFTC offers a competitive compensation package.

For more information about RECOFTC, please visit our website at <https://www.recoftc.org/>

RECOFTC is committed to non-discrimination and equal opportunity. Applicants will not be discriminated against based on ethnicity, religion, age, nationality, physical disability, sexual orientation, gender identity, color, marital status, medical condition, or any other classification protected by RECOFTC's values and code of conduct. Reasonable accommodations may be made to enable qualified disabled applicants to participate in the application process. If you require special accommodation, please inform RECOFTC's Human Resources in writing at the time of application. The successful candidate will be selected based on merit. RECOFTC strongly encourages women and Thai nationals to apply.