



TERMS OF REFERENCE

Enforcement & Compliance Ranger

Reporting to: Enforcement & Compliance Team Leader

Introduction

Ya'axché staff are expected to work cooperatively with others, demonstrate flexibility in organizing work, have good communication skills and demonstrate thoughtfulness in decision making. Staff must be non-judgmental and receptive, live up to the values of integrity, respect and professionalism while reflecting genuine concern toward both the biosphere and the communities where Ya'axché is active.

Purpose:

Enforcement and Compliance Rangers are responsible for the daily implementation of enforcement and compliance activities within Ya'axché managed protected areas. Rangers are expected to carry out patrols efficiently and effectively while ensuring the proper management of the natural resources under their protection. All rangers are required to observe professional behaviour and uphold protected areas rules and regulations and ensure compliance with the rule of law. Enforcement and Compliance Rangers maintain strong relationships with the Protected Areas Manager and the Protected Areas Program Director.

Position Level: Ranger – Level 1

Primary Relationships

- Supervisor: Enforcement and Compliance Team Leader
- Protected Areas Manager
- Protected Areas Program Director
- Science Director
- Team Members
- Staff and Board members

Key Areas of Responsibility

- Enforcement and Compliance Patrols within Ya'axché managed protected areas
- Contribute to planning of patrols based on data collected by all enforcement and compliance teams
- Uphold rules, regulations and any policies related to protected areas management
- Provide support for ongoing organizational activities including research and monitoring activities

Main Duties and Responsibilities:

The Enforcement & Compliance Ranger is accountable for:

1. Ensure that all duties are carried out according to Ya'axché's enforcement and compliance strategy.
2. Collect patrol information using the Spatial Monitoring And Reporting Tool.
3. Responsible for report writing as indicated by supervisor.
4. Advise Team Leader on location of and urgency of patrols based on data collected.
5. Maintain adequate personal field equipment for duties.
6. Maintenance of technical equipment, Field Station and Bladen Ranger Base facilities including yard cleaning during shift.
7. Be responsible for problem solving of minor issues, and reporting major ones to Team Leader
8. Carry out activities related to biodiversity monitoring, YICE and any other organizational activity when needed and that requires ranger time.
9. Represent Ya'axché at community forums and events that are essential for protected areas management.
10. Other tasks that may arise from time to time at Ya'axché.
11. This is by no means an exhaustive list of responsibilities of a ranger at Ya'axché.

Outcomes and Performance Indicators to be achieved by the position:

Outcomes	Performance Indicators
<p>1. Enforcement and Compliance Patrols</p> <p>Effective, efficient and timely implementation of patrols as planned in collaboration with team leaders and teammates based on intelligence gathering and the use of essential technologies like SMART and others.</p> <p>Patrols resulting in a reduction of illegal activities either by conducting arrests or ensuring adequate presence in all Ya'axché protected areas.</p>	<ul style="list-style-type: none">▪ Patrols are targeted based on regular analysis of SMART data▪ Adoption of technologies by all rangers with capacity building sessions for all rangers▪ Lower number of illegal activities within the protected areas▪ Other organizational activities are supported by the enforcement teams where needed
<p>2. Spatial Monitoring and Reporting Tool</p> <p>Effective and Efficient data collection of patrol data with the use of SMART.</p> <p>Use of SMART as a planning tool based on the evidence of illegal activities collected and reported on.</p>	<ul style="list-style-type: none">▪ Up to date SMART database daily or bi-weekly depending on base of deployment▪ Ranger team is fully proficient in data collection through SMART and require minimal support and verified through SMART reports▪ SMART reports are used for the planning of future patrols monthly

Place(s) of work:

- Golden Stream Field Station, Golden Stream Community, Toledo District, Belize
- Ya'axché-managed protected areas; Maya Golden Landscape in southern Belize
- Main Office: #3 Ogaldez Street, Punta Gorda, Toledo District, Belize

Qualifications:***Education Level, Experience, and Specific Skills:***

- Minimum of high school diploma with experience in an enforcement capacity
- At least 2 years of experience as a ranger or equivalent job (BDF, Police, Forestry) - Preferred
- Experience in teamwork is essential.
- Ability to handle electronic devices such as smartphones, tablets, GPS and computers
- Ability to use basic office computer software (Email, Excel, Word, PowerPoint)
- Excellent driving skills (valid license), 4WD experience is an advantage.
- Excellent physical and health condition
- Able to handle physical field work including camping for multiple days in a row in remote jungle settings.
- Good written and spoken English.
- Fluency in Mopan and Q'eqchi' languages is an asset
- Fluency in Spanish is not essential but desired
- **Must be from the Toledo District** and in particular, interested persons from the buffer communities surrounding the protected areas of Golden Stream Corridor Preserve, Bladen Nature Reserve, Maya Mountain North Forest Reserve and Boden Creek Ecological Preserve are encouraged to apply

Desired Qualities:

- Familiarity with the culture and traditions in Toledo District is an asset.
- Self-motivated and able to work independently with minimal supervision.
- Ability to work with a wide variety of individuals (including a multicultural in-house team) by using tact, diplomacy, and flexibility, resolve conflict effectively.
- Ability to be a part of a team in a dynamic environment, as well as self-motivation, drive and enthusiasm to work under own initiative.
- Ability to work under pressure, manage multiple tasks and allocate time effectively to meet accountabilities in the line of duty.
- Ability to think strategically, logically and to apply common sense, meticulous attention to detail, dependable and reliable, with a positive attitude.
- Effective team player and committed to support and improve the overall work of Ya'axché.