



## **REQUEST FOR PROPOSAL**

### **MENTORSHIP AND SUPPORT TO WILDLIFE CRIME INVESTIGATORS IN ETHIOPIA**

#### **1. BACKGROUND:**

The illegal trade in cheetahs (*Acinonyx jubatus*) is increasingly threatening the existence of the remaining populations in both the Horn of Africa and other East African range states. An estimated 300 or more cheetahs are trafficked through the Horn of Africa annually, representing an unsustainable loss given that there are less than 7,000 cheetahs in the wild. Changes in means of transit during the COVID-19 pandemic may have further increased trade as shown by a 58% growth from the Horn of Africa into Yemen between March 2020 and February 2021 as compared to the year before. Combined with climate change, habitat loss/fragmentation, human/wildlife conflict and reducing prey species, the remaining populations of cheetahs are under intense pressure and their medium to long term viability is far from secure.

The Somali Regional State (SRS) in Ethiopia has been identified as a cheetah trafficking hotspot where cubs are trafficked out via neighbouring Somaliland and on to the Arabian Peninsula. In 2020, wildlife law enforcement officials from the SRS and Somaliland met in Jigjiga in Ethiopia to discuss the urgent need to halt the illegal trade in live cheetah cubs taken from the wild in Somali region and trafficked to the Arabian Peninsula for sale as exotic pets. During this meeting the need for coordinated action at the local, national, and regional level was emphasized. Other enforcement interventions initiated to date include judicial and prosecutorial training for Ethiopia's enforcement officials. However, major gaps remain in enforcement capacity particularly on identification, detection and interdiction of wildlife contraband; crime scene management; weakness in collaboration among enforcement agencies on wildlife law enforcement; and inadequate enforcement and prosecution of existing laws, policies and international agreements.

AWF has received funding from the United States Fish and Wildlife Service (USFWS) to help address several critical areas that have previously had insufficient focus: the importance of working with the entire criminal justice system, especially investigators, prosecutors and judges; the requirement to establish common mechanisms for dealing with the large number of live cheetahs seized, with an emphasis on handling, care, evidentiary security and repatriation; and the need to establish a centralized data base to house all information on cheetah trafficking through Ethiopia. With this call for proposals AWF aims to implement the objectives of the project by supporting investigation of wildlife crime in Ethiopia.

#### **2. OBJECTIVES AND SCOPE OF WORK**

1. To mentor and support selected federal and SRS investigators in the investigation of wildlife cases in Ethiopia.
2. To participate in training workshops for the investigators undergoing mentorship.

### **2.1 SCOPE OF WORK:**

AWF is seeking the services of capable individuals or firms to carry out the objectives above for a period of 3 years from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2026.

### **2.2 SPECIFIC ACTIVITIES:**

- a) Undertake 3 rounds of one-year mentorships for federal and SRS investigators.
- b) Work with the relevant office to select investigators for the rounds of mentorships.
- c) Attend and facilitate the On-the-Job Support (OJT) Inception Workshop for each round of mentorship.
- d) Develop OJT schedules with mentees for each round of mentorship.
- e) Carry out a needs analysis to determine training needs, identify skills and knowledge gaps and prepare work processes in which support is needed.
- f) Carry out a task analysis by observing the mentees in and out of court to understand how they perform their tasks and the areas of improvement in performing their tasks.
- g) Select at least 3 wildlife crime cases being handled by each mentee in which the mentor shall provide direct support.
- h) Carry out periodic progress meetings with the mentees.
- i) Attend and facilitate at the OJT mid-term review workshop for each round of mentorship.
- j) Attend and facilitate at the OJT graduation workshop for each round of mentorship.
- k) Evaluate the mentees and the OJT program after each round of mentorship.
- l) Document the OJT process and produce quarterly reports and a final report at the close of each mentorship round.

### **2.3 EXPECTED DELIVERABLES:**

- a) OJT Schedule for each mentorship round.
- b) Needs Analysis report for each mentorship round.
- c) Task Analysis report for each mentorship round.
- d) Report on at least 3 wildlife crime cases where the mentor provided guidance for each mentorship round.
- e) Progress meeting notes for each mentorship round.
- f) Quarterly reports.
- g) Mentee evaluation report and recommendations for each mentorship round.
- h) Diary of activities for each mentorship round.
- i) Final report for each mentorship round.

## **3. REQUIRED QUALIFICATIONS:**

The successful candidate will have vast knowledge and experience wildlife laws, criminal law and criminal procedure in Ethiopia and must have previously worked as a mentor for wildlife crime investigators. The applicant must have a credible, relevant professional background and experience in investigation and law enforcement in Ethiopia, be familiar with relevant investigation policies and guidelines in Ethiopia and demonstrate experience working with the government of Ethiopia and multiple partners. The applicant must have excellent analytical and writing skills, proper knowledge of English and Amharic and the ability to travel and work across the country and interact

confidently with stakeholders.

**4. REQUIREMENTS FOR THE PROPOSAL:**

The proposal in English should be submitted by **May 12 2023** and include: A brief technical proposal describing methodology/approach, deliverables, clear work plan; Curriculum vitae/ profile showing clearly the relevance to this assignment; Three references for similar or related work done; Financial proposal including all itemized fees for the consultancy; No other costs will be paid except those agreed in a signed consultancy agreement. This consultancy is open to qualified individuals or firms who must demonstrate they are approved to work in Ethiopia.

**5. ADDITIONAL INFORMATION:**

Materials provided by AWF for the purpose of this assignment will only be used for that purpose. Irrespective of method used, the consultant shall be primarily responsible for the final product submitted to AWF. The consultant shall regulate his/her own procedures. AWF may assist but will not be responsible for acquiring information on behalf of the consultant. Proposals should be submitted electronically to Gebeyaw Dilnesa, CWT Project Officer, Ethiopia at [GChekile@awf.org](mailto:GChekile@awf.org) with a copy to [SimienProcurement@awf.org](mailto:SimienProcurement@awf.org)

AWF reserves the right to award a contract at any time to a suitable candidate when identified.