



Terms of Reference: Hyères Ranger Declaration Action Plan Consultancy

OPPORTUNITY:

JOB TITLE	Consultant
REPORTS TO	Director Protected and Conserved Areas Governance and Management (Rohit Singh WWF) General Manager International Ranger Federation (Jonathan Churcher)
STAFF SUPERVISED	N/A
FORMULATED	November 2024
START DATE	January 2025
Contract period	35 days between February 2025 and April 2025
Location	International, Fully Remote

BACKGROUND:

The [International Ranger Federation](#) (IRF) in partnership with the [Universal Ranger Support Alliance](#) (URSA), working on behalf of rangers globally:

The **International Ranger Federation** was established in 1992, with a mission to develop, advance and promote throughout the world community, the Ranger profession and its critical role in conservation of natural and cultural resources. The IRF acts as the voice of rangers for rangers, with an active focus on strengthening the ranger workforce in support of global biodiversity and climate targets, including [Target 3 of the Kunming-Montreal Global Biodiversity Framework](#).

The **Universal Ranger Support Alliance** was launched in July 2020, as a coalition of conservation organisations, supporting and promoting the International Ranger Federation to build a network of well-supported, professional, and capable rangers, who can act effectively as custodians of the natural world. URSA supports advocating for the creation of inclusive and effective teams at the forefront of protecting nature, people, and the planet. URSA is time-

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bound support, that prioritises recognition, resources and representation for rangers around the world.

The IRF and URSA are partnering on the creation of an Action Plan to support the implementation of the [Hyères Ranger Declaration](#) that was agreed on at the International Ranger Federation 10th World Ranger Congress in 2024.

This plan will supersede the [Action Plan](#) for the [Chitwan Ranger Declaration 2019](#). The Chitwan Ranger Declaration and Action Plan helped to deliver robust tangible change for rangers at the global level, with a focus on changing policy and developing better recognition of the ranger workforce.

This Action Plan will continue this work, but support further capacity building at the regional levels, as well as ensuring that further tangible benefits for rangers are implemented. This is outlined in the [Hyères Ranger Declaration](#). This Ranger Declaration will act as the guiding document for the consultant in the development of the Action Plan. The consultant will prepare a new three year action plan, to be implemented by the IRF, its regional associations and URSA.

MAJOR DELIVERABLES:

- Development of a three-year Action Plan to implement the Hyères Ranger Declaration in consultation with URSA the IRF and other key stakeholders.
- This plan must include:
 - Clear and realistic actions for each of the main stakeholders to implement the Hyères Ranger Declaration.
 - Indicators for successful implementation.
 - Indicative timetable and priorities.
 - Presented as a word document, with a table of actions and indicators in excel, with a presentation for IRF and URSA internal use.

PROCESS:

- Fact finding to understand the issues, the stakeholders, the Ranger Declarations and the full scope of the Action Plan.
- Initial report and feedback to the IRF and URSA, that includes detailed structure of the proposed plan and process for development, to ensure the consultant is on the correct delivery path.
- Develop, based on feedback from the initial report, the first draft, three-year Action Plan and present back to the IRF and URSA.



- Revise and submit second draft Action plan, based on feedback of the first draft.
- Revise and submit a final draft based on feedback from second draft.

REPORTING:

The consultant will report to the **IRF General Manager** and **Director Protected and Conserved Areas Governance and Management WWF** in the first instance but will likely report to URSA members and other IRF Executive members as required.

REQUIRED QUALIFICATIONS:

- Candidate must possess a minimum Master's degree in conservation or related discipline.
- Minimum working experience of ten (10) years in a wildlife conservation field.
- Significant professional work experience relevant to wildlife conservation, protected area management, law enforcement, capacity building and rangers.
- Significant professional work experience in the development of strategies and plans.

REQUIRED SKILLS AND COMPETENCIES:

- Must be able to work with minimal supervision.
- Good command of English, both in written and oral.
- Excellent interpersonal skills, innovative thinking, versatile ability to work in a team as well as independently.
- Good understanding of current conservation and environmental issues (preferably working knowledge of issues facing rangers in more than one region).
- Willing to travel as and when required.
- Knowledge of writing management plans, strategies and vision documents.

WORKING RELATIONSHIPS:

- **Internal:** The consultant will work closely with URSA and IRF members.
- **External:** The consultant will interact with government officials, intergovernmental organisations and treaties (e.g. IUCN, CITES, GTF) and other NGOs whenever required.



FRAUD & CORRUPTION:

The IRF and URSA are committed to maintaining an honest, open and well-intentioned atmosphere within the organisation. The IRF has a zero-tolerance stance on and aims to mitigate incidences of fraud and corruption. The organisation encourages anyone who has reasonable suspicions of fraud and/or corruption to report them through the appropriate channels. The organisation also has a whistle blowing policy, which aims to ensure that any concerns regarding fraud or corruption raised in good faith are dealt with in an appropriate manner. Employees raising genuine concerns will be protected and their concerns looked into whereby rigorous investigation will be conducted as an immediate measure of response.

CONFIDENTIALITY, RESOURCES & AUTHORITY:

- This job may from time to time involve access to confidential data, which should not be divulged to external bodies without the prior consent of the IRF/URSA.
- All information and material collected during the course of the project / work, as well as all outputs shall remain the property of the IRF (or otherwise agreed) and is not allowed to be used without prior written consent from the IRF or URSA. However, the General Manager may grant permission in writing for exclusion of this condition under special circumstances in consultation with the President or Vice President of the IRF.