

ឧបសម្ព័ន្ធទី ១ “សេចក្តីបញ្ជាក់អំពីតម្រូវការ វិសាលភាពនៃការងារ”

ATTACHMENT 1 – TERMS OF REFERENCE

**The Wildlife Conservation Society
WCS Cambodia Program**

Name	
Position	Governance Team Leader
Duty Station	Preah Vihear town
Landscape	Greening Prey Lang Extended Landscape, Cambodia
Work locations	Preah Vihear town Kulen Promtep Wildlife Sanctuary Chhep Wildlife Sanctuary Prey Preah Roka Wildlife Sanctuary Phnom Tbeng Natural Heritage Park
Direct reports	Protected Area Zoning Officers Community Protected Areas Officers
Reporting line	Communities Technical Advisor Landscape Manager/Technical Advisor

Background

The Greening Prey Long Extended Landscape (GPLEL) contains populations of highly threatened bird, mammal and plant species, which are subject to an integrated program of conservation interventions to ensure their long-term survival. The GPL program works in partnership with the Preah Vihear provincial government, NGO partners and local communities to implement biodiversity monitoring, law enforcement, livelihood and governance activities across the landscape. Governance activities focus on the development of protected area zoning plans and establishment and management of Community Protected Areas (CPAs). Zoning plans provide a framework for the sustainable management of biodiversity and involvement of a wide range of stakeholders in protected area management. Strengthened community-based institutions provide an opportunity for community members to participate in the management of their natural resource and obtain legal socio-economic benefits from this. The emphasis of this governance work is ensuring the full implementation of relevant Ministry of Environment laws and guidelines to meet the biodiversity conservation and community development objectives of each protected area.

Participatory Land Use Planning and Community Natural Resource Management

1. Working with the Landscape Manager and Technical Advisors and other team members to develop and deliver monthly (incl. budgets) and annual work plans for the governance team
2. Supervise, mentor and train all governance team members (PA Zoning Officers, CPA Officers and any assistants) to implement monthly and annual work plans
3. Support the development of zoning plans for protected areas in the landscape by coordinating activities relating to government, community, CSO and private-sector engagement

4. Facilitate the establishment of working groups and the implementation of Free, Prior, Informed Consent procedures that fully engage communities on land-use planning decisions
5. Coordinate the collection of socio-economic spatial data on community land-use, NTFP use and spiritual/heritage sites through participatory mapping to inform systematic conservation assessment
6. Ensure that the outputs from systematic conservation assessments are fully consulted on, and that selected zoning plans deliver optimal biodiversity outcomes while recognizing community rights
7. Coordinate and communicate with DoE Offices, local authorities and MoE to assist communities to establish CPAs and relevant institutions according to the laws and guidelines
8. Ensure capacity building and management support is provided to the establishment of new and strengthening of existing CPAs to ensure they achieve their forest/wildlife conservation objectives
9. Ensure that CPA patrol teams establish and utilize SMART ranger-based monitoring techniques to record effort and patrol outcomes, and use SMART reports to plan patrol activity on a monthly basis
10. In collaboration with supervisor's support donor specific data entry and narrative reporting requirements.

2. Collaboration with local stakeholder and Project partners

1. Support the provincial Department of Environment and provincial administration to implement the Ministry of Environment protected area zoning guidelines
2. Collaborate with the GIS, SMART, and biodiversity team members to ensure all socio-economic and biodiversity data is provided to specialist researchers for the completion of systematic conservation assessments (a process to identify the PA zone boundaries)
3. Coordinate with CPA committee members to organize monthly meetings, workplans and reporting to commune councils and DoE Offices
4. Hold compliance key person meetings on land verification of new clearance, organization of field verification by CPA committees and providing household ID data to compliance unit
5. Collaborate with the livelihoods and governance teams to make sure that CPA/Ecotourism committee members are in adherence to the PA law, regulation, conservation principles and community by-laws
6. Ensure that joint patrols are well coordinated amongst community committee members, commune council members and DoE rangers
7. Collaborate with the biodiversity and SMART teams in the delivery of activities focused on building the ranger-based monitoring (SMART data collection) capacity of CPA patrol teams
8. Collaborate with biodiversity and livelihoods team members in the delivery of social marketing and awareness raising activities to encourage pro-conservation behavior by community members

As well any and all other work assignments, duties, and/or functions as WCS or its management may designate or instruct in the course of its operation, which may include assignments, duties, and/or functions that vary from the above.