

TERMS OF REFERENCE
Wildlife Conservation Society
WCS Cambodia Program

Name :
Position : Gender and Women’s Economic Empowerment Coordinator
Project Name : Keo Seima Wildlife Sanctuary (KSWS)
Duty Station : Phnom Penh with frequent travel to Mondulkiri province
Report to : Community and REDD+ Manager

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Background:

The Wildlife Conservation Society (WCS) Cambodia program was launched in 1999 and now works in four major landscapes – Eastern Plains, Northern Plains, Cambodian Rivers, and the Tonle Sap. Among many other activities, this large program has a history of innovative work in the field of sustainable financing for conservation, including REDD+ (Reduced Emissions from Deforestation and forest Degradation). Two of the four landscapes are designated demonstration sites for the national REDD+ readiness process, and both of these include project areas seeking to sell credits on the voluntary carbon market. Recently, the Royal Government of Cambodia, through a long-running partnership with WCS, has sold to a private company carbon credits from a climate change mitigation project in Keo Seima Wildlife Sanctuary (KSWS). The net revenues from carbon sales in Keo Seima REDD+ project will benefit local communities through activities such as community-chosen development projects, livelihood improvement and secure land and natural resources management rights. WCS engage closely with community to strengthen their capacity and promote ownership in land and natural resource management. In everything that we do we strive to ensure gender equity in access, inclusion, and participation.

PRINCIPLE RESPONSIBILITY

The Gender and Women’s Economic Empowerment Coordinator will coordinate across all staff in the WCS KSWS REDD+ project and advise on mainstreaming gender equity in all KSWS REDD+ project activities, they will ensure that activities promote the role of women, and support WCS staff to focus on women’s enterprise development in communities.

ESSENTIAL FUNCTIONS

- Support to develop a GWEE strategy and Action Plan for the KSWS REDD+ project through a consultative process that involves the project team and relevant stakeholders;
- Work with consultant to formulate GWEE key indicators and incorporate them into the KSWS Monitoring and Evaluation framework;
- Support to development of user friendly tools and guidelines to support effective implementation of GWEE by Project staffs and partners;
- Coordinate with consultant to provide training to build capacity of project teams and partners on key approaches outlined in the GWEE strategy;
- Work with the community team and relevant partners to operationalize and implement the GWEE strategy to support designing and delivering high quality gender transformative approaches, with focus on equity of access, inclusion and participation across the planning, and implementation of project activities.
- Work with the Livelihoods Technical Advisor to develop female-focused enterprises in KSWS REDD+ villages that reduce dependence on forest clearance for economic development;
- Coordinate with the Communication Team to reflect GWEE in the communications and key products of KSWS REDD+ project;

- Develop case studies that captures notable GWEE examples and achievements for sharing with relevant stakeholder such as government agencies, project partners, donors, etc.
- Lead and/or provide input on research that promotes GWEE in KSWS REDD+ project;
- Provide update on GWEE for specific reporting needs;
- 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.

Qualifications & Experience

- Degree in development studies, natural resources management or environmental management related field (Master's degree preferred)
- Minimum 5 years' successful experience working in similar position with an NGO (local or international), in particular experience of providing technical support.
- Proven experience in strategy development, including taking an inclusive and practical approach that promotes meaningful participation of communities.
- knowledge and analytical skills related to Gender Equality, Gender Justice in programming and commitment to gender equity principles.
- Excellent oral and written communication skills in Khmer and English
- Computer skills mandatory. Proficient in Microsoft Office Applications
- Able to multi-task, establish priorities and meet deadlines