

TERMS OF REFERENCE

National Community Development Specialist

The Wildlife Conservation Society WCS Cambodia Program

Background

The Wildlife Conservation Society (WCS) conserves wildlife and wild places, worldwide, through science, conservation action, education, and inspiring people to value nature. WCS has been working in Cambodia since 1999, with a large and complex program focusing on several major landscapes, as well as a range of national and regional policy initiatives, supported by multiple donors.

In partnership with Ministry of Environment (MoE) and Ministry of Agriculture, Forestry and Fisheries (MAFF) with support from Asian Development Bank (ADB), WCS is implementing the project on the Capacity Building for the Ecosystem-based Adaptation in O Por Catchment Subproject (part of the ADB Biodiversity Conservation Corridors Project) in Keo Seima Wildlife Sanctuary (KSWS) in Mondulkiri. The project is expected to enhance climate resilience and income generating opportunities of target local communities through establishment of community protected areas.

The responsibilities of the National Community Development Specialist are as follows:

- Update socioeconomic profiles for the subproject, highlighting vulnerable groups and all groups who may be adversely/positively affected by the Project;
- Assess potential impacts on indigenous peoples and ensure Indigenous Peoples plan is implemented and updated, as appropriate;
- Ensure that effective measures are introduced to reduce the vulnerability of the poor, especially women within villages involved in the project;
- Document procedures to be adopted during project implementation to (a) ensure beneficiary and stakeholder participation in community NTFP enterprise activities, (b) respect cultural needs and existing patterns of livelihood, and (c) enhance the positive impacts of the community protected area approach;
- Identify institutional development and training needs under the Project and assist international specialists to prepare and implement the capacity building plan;
- Support the development of community protected area and CPA management plan;
- Under guidance of the international specialists, assist the community NTFP enterprise to prepare and implement the resource inventories, demarcation, or patrolling activities.
- Assist the subproject to undertake benefit impact monitoring activities in the community forest areas, disaggregated by gender wherever possible.
- Support the preparation of the environmental and social impact assessment;
- Contribute to the BCC Project's gender action plan, including recommendations for strategies and activities to reduce the economic burden of women and ensure women's access to project benefits, and monitoring of these benefits;
- Assist the international Social Contracts Specialist in establishing the community NTFP enterprise/cooperative and preparing appropriate contracts to cover revenue management and benefit sharing
- Coordinate with other team members to provide appropriate training to the community NTFP enterprise, forest conservation groups, forest rangers, MoE officials and provincial authorities.

Qualifications and experience:

- i) educational background in forest, community development or equivalent;

- ii) a minimum of five years of experience in community development indigenous people's areas;
- iii) a minimum of five-years direct experience on community forestry, community protected area or equivalent;
- iv) demonstrated experience in biodiversity conservation; and
- v) good spoken English together with local indigenous people's languages.

The position is based in Mondulkiri, with occasional visits to Phnom Penh.