

TERMS OF REFERENCE FOR GENDER AND WOMEN ECONOMIC EMPOWERMENT CONSULTANT



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.

WCS is looking for a Gender and Women's Economic Empowerment Consultant to start up gender mainstreaming approach and promote women entrepreneurship. The consultant will take responsibilities as following:

Roles and Responsibilities:

- Develop a GWEE strategy and Action Plan for the KSWS REDD+ project through a consultative process that involves the project team and relevant stakeholders;
- In consultation with the WCS M&E team, formulate GWEE key indicators and incorporate them into the KSWS Monitoring and Evaluation framework;
- Development of user friendly tools and guidelines to support effective implementation of GWEE by Project staffs and partners;
- Provide training to build capacity of project teams and partners on key approaches outlined in the GWEE strategy;

Deliverables:

- Strategy and action plan on gender and women economic empowerment
- Key indicator to monitor and evaluate the progress of gender and women economic empowerment
- A guideline to mainstream and promote gender in conservation activities

- Series to training to KSWs staff to be able to mainstream and promote gender in conservation activities.

Position Requirements:

- At least 10 years' successful experience working in similar position with an NGO (local or international),
- 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
- Able to multi-task, establish priorities and meet deadlines

Proposed Schedule:

The proposed schedule of work would be undertaken between November 2021 and March 2022.