

WILDLIFE CONSERVATION SOCIETY (WCS)

CAMBODIA PROGRAM

TERMS OF REFERENCE

Position	Kampong Thom Project Coordinator
Landscape	Northern Tonle Sap Projected Landscape (NTSPL)
Direct reports	Tonle Sap Landscape Manager
Work locations	NTSPL, Kampong Thom and Siem Reap

BACKGROUND

The Tonle Sap Landscape consists of a number of sites that taken together represent all the major habitats in the Tonle Sap lake and floodplain. These sites support some of Cambodia's most threatened bird species, as well as other species of conservation concern. They are also vital habitats for fish, which provide food to local people who also depend on rice. In the Tonle Sap Landscape the Wildlife Conservation Society (WCS) works in partnership with the Department of Freshwater Wetlands Conservation in the Ministry of Environment, Kampong Thom provincial government, NGO partners and local communities to implement biodiversity monitoring, community conservation and law enforcement activities at three main sites across the landscape.

In the Northern Tonle Sap Protected Landscape (NTSPL) WCS aims to conserve the Bengal Florican in a network of protected floodplain and non-breeding season sites. WCS also collaborates with local NGO Sanson Mlup Prey (SMP) to help farmers grow rice according to Sustainable Rice Platform guidelines, in a way that is beneficial to Bengal Florican outside of protected areas. This work is being expanded to Bakan in Pursat Province. At Ang Trapeang Thmor Protected Landscape (ATTPL), WCS aims to protect an important non-breeding season concentration of Sarus Cranes, Eld's Deer and a large number of waterbirds in the freshwater wetland. WCS also works at the waterbird colony in the flooded forest at Prek Toal Core Area (although this position will not be involved in WCS's work in Prek Toal). WCS requires a BFCAs Project Coordinator to oversee and input all aspects of project implementation in NTSPL under direct support from Landscape Technical Advisor and Project Manager. Success in this role is dependent on an interest in community-based wildlife conservation, motivation to work for long periods in rural areas, and a strong willingness to learn new skills.

KEY RESPONSIBILITIES

Protected area management and law enforcement

- Assist Landscape Manager by reviewing individual plan, managing performance, providing induction, training, coaching, mentoring advice ensure that understand carry out responsibilities the required standards.

- Work closely to provide technical and coordination support for Sustainable Rice Platform (SRP) team, Land Use Planning and Zoning team, law enforcement team and livelihood team to ensure smooth and succeed handling of project activities
- Provide field supervision to rangers, team leaders, community rangers in the form direct training, coaching, other forms capacity building in:
 - The design and deliver basic training programs as required
 - Station area management: including law enforcement planning and use of planning tools, patrol preparation and execution, and reporting
 - General station management and maintenance of project equipment
 - Provide capacity enhancement of field rangers
 - Smooth and effective coordination with government counterparts and other concern government authorities.
 - Good coordination and cooperation with other government agencies and NGOs partners
 - Equipment management and maintenance
- Participate in field patrols and anti-poaching operations, provide on- the-job support, training and capacity building to rangers and community patrol teams including:
 - Basic law enforcement and patrolling tactics
 - Adaptive patrolling and patrol related on-the-ground decision making
 - Proper use of SMART books and work closely with GIS/SMART team to plan and implement the monthly patrol plan effectively.
 - Work closely with project manager and technical advisor to seek legal support to enhance effective LE intervention.
 - Other training as required
- Equipment use supervision and training
 - Ensure WCS Cambodia supported equipment is used and maintained in good manners
 - Provide training and capacity building to project team as requires.
 - Provide training and handling broken / lost equipment.
- Assist project manager and technical advisor to develop BFCAs zoning plan.
 - Provide technical support and work closely with GIS/SMART team to develop land use plan and mapping.
 - Liaison with Outreach Project Coordinator to conduct village consultation meeting, produce draft zoning sketch map.
 - Assist in coordinating and organizing a series of consultation meeting and workshops
 - Conduct rapid social economic survey and report.
 - Coordinate and organize communal, district and provincial consolation workshop to draft and review the zoning plan.

Biodiversity monitoring

- Close coordination and cooperation with biodiversity conservation team and local authorities to successfully deliver species conservation, research and monitoring activities.
- Liaison with biodiversity officer and biodiversity monitoring teams to regularly collect key bird species data and store them properly in central biodiversity database.
- Advise and support community based biodiversity survey team to planning and implementing biodiversity monitoring base on species biological status and exiting monitoring schedule and guidelines.

Sustainable community-based conservation and livelihood improvement

- Liaison and support Community Outreach Coordinator to lead on CPA establishment by converting existing community forest within the MoE's biodiversity corridor.
- Support and strengthen the CPA committee to run community based-eco-tourism smoothly and effectively.
 - Liaison with WCS's local partner the Sam Veasna Center to handle community-based eco-tourism at the site.
 - Conduct training need assessment and provide training to the CPA committee and local guide.
 - Support CPA/Eco-tourism committee to keep finance transaction correctly and using community budget effectively base on their written by-law.
 - Provide training section as need toward sustainable natural resource management and conservation at community level.

REQUIREMENTS

- Bachelor's degree in natural resources management, environmental conservation and management, and in relevant fields.
- At least 5 to 10-year experience in protected area management and law enforcement, community based conservation and eco-tourism and biodiversity monitoring.
- Experience in strategy program development.
- Experience in protected area zoning and management plan development.
- At least 3 years of practical experience in advising and or training in conservation and biodiversity protection, law enforcement, or related field.
- Good knowledge on data analyses and reporting skills.
- Strong verbal communication and teamwork skills
- Able to ride a motorbike under difficult field conditions
- Fluent spoken and written Khmer and good in spoken and written in English
- Willingness to obtain new skills
- Experience of working with government line agency staff in an advisory and or training role.
- Willingness to spend considerable time in remote outposts when conducting joint patrol, field training coaching activities.
- Local knowledge on Tonle Sap Floodplain Landscape.

WCS line management reporting

Tonle Sap Landscape Manager