

WILDLIFE CONSERVATION SOCIETY (WCS)
CAMBODIA PROGRAM

TERMS OF REFERENCE

Position	Bakan Grassland Project Coordinator
Landscape	Bakan Grassland, Tonle Sap Landscape
Direct reports	Tonle Sap Landscape Technical Advisor
Work locations	Pursat province

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 (DFWC) in the Ministry of Environment (MoE), provincial government, Provincial Department of Environment, NGO partners and local communities to implement biodiversity monitoring, community conservation and law enforcement activities at three main sites across the landscape.

As part of WCS's strategy to assist the RGC to protect and manage habitats around the Tonle Sap, WCS is working with the DFWC to establish a new protected area (PA) to protect the Bakan grassland and associated habitats in the southern Tonle Sap Floodplain to safeguard the Bengal Florican, other globally threatened species and their unique habitats that remain in this area. The site supports one of only four remaining Bengal populations in Cambodia, and hosts the largest non-breeding congregations of Yellow-breasted Bunting in the country. In addition, it supports at least six other globally threatened bird species, including Chinese Grass-babbler; this is one of only two locations in Southeast Asia that still support the species. The avifaunal community, with its wealth and abundance of grassland birds, is now unique in Cambodia. Currently the only protected areas for Bengal Florican in Cambodia are on the northern edge of the Tonle Sap Lake. The proposed PA would protect the last population of Bengal Florican on the southern side of the lake. The area is also important as a fishery, and so there is a need to work with the Community Fishery Committee as well to ensure that their rights and wishes are respected when the protected area is established.

WCS requires a Project Coordinator to oversee and input all aspects of project implementation in the southern Tonle Sap Floodplain under direct support from Landscape Technical Advisor

and Project Manager. Success in this role is dependent on an interest in protected area conservation and management, institutional coordination and protected area legitimacy and community-based wildlife conservation, motivation to work for long periods in rural areas, and a strong willingness to learn new skills.

KEY RESPONSIBILITIES

Support DFWC to officially designate the Bakan Protected Landscape under prime-ministerial sub-decree based on Cambodian law

- Assist technical advisors and project managers by reviewing individual plan, managing performance, providing induction, training, coaching, mentoring advice ensure that understand carry out responsibilities the required standards
- Assist project manager and technical advisor to organize provincial meeting to discuss verification of the proposed boundary and establishment of joint provincial task forces.
- Work with government and key stakeholders to facilitate the joint provincial task force to verify location of each boundary pole and documentation
- Assist in coordinating and organizing a series of consultation meeting and workshops
- Conduct rapid social economic survey and report
- Collate biodiversity information and produce a report
- Support MoE on drafting sub-degree of proposed protected area
- Organize the PA law community workshops to ensure user rights are clearly defined within the newly established PA
- Liaise and assist project manager to establish Provincial/National coordination and demarcation administration
- Assist project manager and technical advisor in supporting GDANCP team prepare document and presents to National level (MoE)
- Organize and facilitate the declaration of the PA by Sub-decree workshop

Support DFWC to effectively manage the proposed Bakan Protected Landscape

- Develop community-based management structure (CPA Federation)
- Coordinate and oversee on-going conservation operations: patrolling, monitoring,
- Conduct awareness raising among target community and key stakeholders

- Work with local partner Sam Veasna Center for Wildlife Conservation (SVC) to establish ecotourism at the site to bring income to local communities
- 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 Mobile 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.
- Other tasks as assigned by line manager.

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 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.

Other

- Draft reports to donors
- Monthly workplan, advance request and clearance

REQUIREMENTS

- Bachelor's degree in natural resources management, law, biodiversity conservation and management, and in relevant fields.
- At least 3-4 years of practical experience in any of the following: protected area management and law enforcement, community based conservation, biodiversity monitoring, protected area law and management plan development.
- 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, spoken and written in English is an advantage but not necessary
- 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.
- Local knowledge on Tonle Sap Floodplain Landscape is an advantage
- Knowledge and experience in GIS, mapping and land use planning is as advantage.

WCS line management reporting

- Tonle Sap Landscape Manager
- Senior Technical Advisor