

**Wildlife Conservation Society (WCS)**  
**Cambodia Program**  
**Terms of Reference**

<b>Position</b>	Biodiversity Field Team Leader ( Phnom Tbeng/Kulen Prum Tep
<b>Duty station</b>	Tbeng Meanchey, Preah Vihear, Cambodia
<b>Landscape</b>	Northern Plains Landscape, Preah Vihear, Cambodia
<b>Work locations</b>	Preah Vihear town (PVH) Kulen Prum Tep Wildlife Sanctuary (KPWS) Phnom Tbeng National Heritage Park (PTNHP) Prey Preah Roka Wildlife Sanctuary (PPRWS) Chhep Wildlife Sanctuary (CWS)

**BACKGROUND**

The Northern Plains Landscape contains populations of highly threatened bird, mammal and plant species, which are subject to an integrated program of conservation interventions to ensure their long-term survival. The Wildlife Conservation Society (WCS) works in partnership with the Ministry of Environment, NGO partners and local communities to implement biodiversity monitoring, community conservation and law enforcement activities across the landscape. Biodiversity monitoring activities are targeted at understanding the abundance and distribution of key bird and mammal species, and human threats in protected areas. This information is used to inform zoning plans, ranger patrols, ecotourism and compliance systems. The Biodiversity Field Team Leader (KPWS/PTNHP) is responsible for collaborating closely with the Biodiversity Conservation Officer to ensure the robust implementation of all wildlife survey and monitoring, and bird nest protection activities throughout the landscape so that they effectively support long-term sustainable protected area management in the Northern Plains Landscape.

**Duties**

**1. Wildlife surveys and monitoring + bird nest protection**

- Collaborate with the Biodiversity Conservation Officer, other Biodiversity Field Team Leaders, and Biodiversity Field Assistants to develop and deliver monthly and annual work plans for biodiversity monitoring team in Chhep and Prey Preah Roka Wildlife Sanctuaries
- Manage and supervise the work of Biodiversity Field Assistants and Community Research Rangers (incl. monthly advance requests/workplan and timesheet submission) (KPWS/PTNHP)

- Assist the Biodiversity Conservation Officer with the design of all bird, mammal and habitat surveys
- Coordinate and implement routine and ad-hoc bird, mammal and habitat surveys in and around protected areas (sarus crane, vulture, ibis, white-winged duck, camera trapping, gibbon, trapeangs, etc)
- For Bird Nest Protection Program, Lead the Community Research Ranger team and facilitate the bird nest guardian and monitoring so that the bird nest protection program protocols (incl. data collection) are implemented and adhered to so that globally threatened bird nests are identified and protected to ensure fledging
- Ensure that the community research ranger teams implement ranger-based monitoring (SMART) techniques to collect observation data on wildlife and human activity in protected areas
- Ensure the inventory, care and maintenance of all wildlife monitoring equipment (e.g. camera traps, GPS devices, cameras, binoculars, etc)
- Assist with communicating with local communities in the planning of biodiversity field activities
- Assist in the delivery of activities focused on building the capacity of community research rangers and Community Protected Area patrol teams
- Ensure the care and maintenance of all wildlife monitoring equipment
- Any other activities as requested by team leaders

## **2. Biodiversity data entry and management (20 to 40 % of time / 1 to 2 days per week)**

- Assist with the regular and reliable transfer of community research ranger patrol and wildlife survey data from field notebooks, cameras and GPS devices to computer databases (Excel, SMART, etc)
- Assist with ensuring that all biodiversity data is backed up on the landscape server and external hard drives
- Use Geographical Information System software (QGIS and ArcGIS) in order to assist with wildlife survey design, mapping and data visualization tasks
- Assist with the production of monthly biodiversity team reports detailing achievements and monitoring results

## **3. Collaboration with internal and external partners**

- Collaborate closely with partner communities and the Preah Vihear Department of Environment (KPWS/PTNHP Office) to ensure the effective implementation of wildlife surveys, monitoring, compliance the illegal activities and report to Law enforcement team for intervention.
- Collaborate with WCS community conservation team members to ensure the effective implementation of wildlife survey activities that involve Community Protected Area (CPA) and ecotourism committee members

- Support the community conservation team in the delivery of activities focused on building the wildlife monitoring capacity Community Protected Area patrol teams
- Support the community conservation team in the delivery of social marketing and awareness raising activities to encourage pro-conservation behaviour by community members
- Collaborate with WCS wildlife health team members to ensure the establishment and implementation of wildlife health data collection protocols

Required Qualifications, Skills and Competencies:

- Degree in Biology, Forestry, Conservation, Environment or other related fields
- At least 2-year relevant experiences or field-based conservation research experience
- Experience with Coordinate the team work
- Understanding of conservation research and data collection methodology (camera-trapping; SMART data collection etc)
- Basic knowledge of using GIS and read map
- Fluency in written and spoken English and Khmer language
- Local knowledge of Preah Vihear province is preferable
- Able to ride a motorbike under difficult field conditions
- Physically fit and able to trek and camp in rural/forest conditions over multiple days

**Outputs**

- 1- Monthly recording of ranger activities (timesheets)
- 2- Monthly reporting on research ranger activities]
- 3- Completed datasets, including computer records of field datasheets and downloaded GPS.
- 4- Written reports in Khmer or English, as required
- 5- As well 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.

**Report to**

Biodiversity Conservation Officer, Project Manager and Landscape Technical Advisor.