

## ATTACHMENT 1 – TERMS OF REFERENCE

### The Wildlife Conservation Society WCS Cambodia Program

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Staff name :  
Position title : Community Engagement and Gender Equality Specialist  
Project name : Keo Seima Wildlife Sanctuary (KSWS)  
Location : WCS Modulikiri Office  
Direct report to : Community and REDD+ Manager

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#### 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 through establish community protected area and register indigenous communal land registration. In everything that we do we strive to ensure gender equity in access, inclusion, and participation. Community Engagement and Gender Equality Specialist will take lead on engaging community in natural resources through establishment of CPA, develop CPA management plan, strengthen capacity of CPA committee to implement CPA management plan; and coordinate across KSWS REDD+ project to ensure that project activity promote the role of women in natural resources management.

#### ESSENTIAL FUNCTIONS

- Lead the establishment of CPA, development and implementation of CPA management plan and CPA business plan;
- Lead team to strengthen capacity of community committee to take ownership in implementing community-based conservation approach;
- In consultation with Livelihoods Technical Advisor, improve alternative livelihoods of communities and develop female-focused enterprises in KSWS REDD+ village to contribute towards reducing deforestation and forest degradation;
- Coordinate with community patrol teams to ensure that communities are taking part actively in natural resource protection and management;
- Coordinate with the Communication Team to develop case study about the success case of community engagement with reflection of GWEE in the communications and key products of KSWS REDD+ project;
- Produce annual reports on the progress of CPAs and GWEE; and provide progress update for specific reporting needs, as requested (for donor reports, researchers, etc.);
- Work with commune and district councils in KSWS to prevent damaging investments under CIPs and DIPs and incorporated CPA management plan;

- Work with the community team and relevant partners to operationalize and implement the GWEE strategy to support designing and delivering high quality gender transformative approaches, with focus on equity of access, inclusion and participation across the planning, and implementation of project activities;
- Assist communities in the project areas in all aspect of capacity building, communication, grievance mechanism and seeking intervention from relevant agencies, local authorities and relevant units of the KSWS;
- 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.

### **Qualifications & Experience**

The Community Engagement and Gender Equality shall have the following qualifications:

- Educational background in forest, community development or equivalent;
- A minimum of five years of experience in natural resources management; community development in indigenous people's areas;
- A minimum of five-years direct experience on community forestry, community protected area or equivalent;
- Demonstrated experience in biodiversity conservation; and
- Good spoken English together with local indigenous people's languages.
- Ability to coordinate well with a broad range of stakeholders
- Experience using applications such as Microsoft Word, Excel, and PowerPoint

### **Preferred qualifications:**

- Knowledge of the REDD+ and Cambodian Forestry and Protected Area policies
- Experience working on community institutional strengthening
- Experience with participatory approaches to natural resource management