

**The Wildlife Conservation Society**

**WCS Cambodia Program**

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**TERMS OF REFERENCE**

Name : Indigenous Peoples's Partnership Coordinator  
Position : Indigenous Peoples's Partnership Coordinator  
Project Name : Keo Seima REDD+ Project  
Duty Station : 40% Mondulkiri, 30% Preah Vihear and 30% Phnom Penh  
Report to : WCS Social Research & Conservation Partnerships Advisor

**Organization Background:**

The Wildlife Conservation Society (WCS) is a US non-profit, tax-exempt, private organization established in 1895 that saves wildlife and wild places by understanding critical issues, crafting science-based solutions, and taking conservation actions that benefit nature and humanity. With more than a century of experience, long-term commitments in dozens of landscapes, presence in more than 60 nations, and experience helping to establish over 150 protected areas across the globe, WCS has amassed biological knowledge, cultural understanding and partnerships to ensure that vibrant, wild places and wildlife thrive alongside local communities. Working with local communities and organizations, that knowledge is applied to address species, habitat and ecosystem management issues critical to improving the quality of life of poor rural people whose livelihoods depend on the direct utilization of natural resources.

**Program Overview:**

WCS Cambodia is developing a rights-based approach to conservation in Cambodia, including the Keo Seima and Northern Plains REDD+ programs. In 2024, WCS Cambodia and the Indigenous Peoples's Organization, Associations, networks have developed a partnership agreement and are cooperating on numerous areas to ensure the rights of Indigenous Peoples are recognized, respected, and centered in Natural Resources Management and conservation policy and practice.

**Job Summary:**

The Partnership Coordinator will work to strengthen the partnership between WCS Cambodia and the IPs Organizations, Associations, and networks. Through promoting open collaboration, mutual respect, and effective coordination, the role aims support a strategic partnership while reaffirming a joint commitment to shared decision-making, mutual accountability, and the implementation of rights-based approaches to conservation and natural resources management.

**Major Responsibilities:**

1. Support strategic partnership development between WCS and IPsO networks Dby:
  - a. Supporting and implementing activities, such as workshops & meetings, including annual planning meetings, to further long-term trust-building, mutual understanding, and strategic alignment between both partners.
  - b. Supporting dialogue and reflection on Indigenous Peoples Rights within the legal framework of Cambodia and supporting development of new mechanisms to secure recognition of and implementation of rights for managing land and forest

within national & international law, and applicable standards (i.e. Verra CCB, CBD, UNDRIP, WCS policies).

- c. Identify capacity building needs and facilitate capacity building activities for both partners, to enable partnership development. In particular, build the capacity of **WCS Cambodia** to better understand the framework for engaging with IPsO Networks, including mechanisms for funding IPsO and Indigenous communities with the respect of cultural appropriation and FPIC.
- d. Liaise between both partners to ensure strategic planning activities are undertaken collaboratively. For example, support meaningful input from IPsO network into the next KSWS 5-year strategy.

2. Coordinate joint implementation of activities agreed under the WCS-IPsO cooperative agreements and other funding mechanisms.
  - a. Coordinate between WCS and CIPO/CIWA regarding implementation of activities on the annual/bi-annual contracts with WCS based on Cooperative Agreements between CIWA and WCS
  - b. Coordinate between the IPs NGOs that are implementing the project in the provinces under the WCS – CIWA; a partner Cooperative Agreement and assist the different IPs NGOs develop and manage annual projects for funding.
  - c. Assists manage, monitor, follow procedures that are necessary to implement WCS projects according to WCS procedures.
  - d. Coordinate CIWA/CIPO activities with different teams and implementation of WCS activities in the field especially C4C, ICT, and CPA teams.
  - e. Conduct or attend regular monthly/quarterly and annual meetings and deal with emerging financial, administrative and technical challenges on implementation of project agreement.
  - f. Support CIWA Coordination with line departments and provincial authorities of and relevant department/ ministries such as MRD, Mol, MLUPC and MoE relevant to addressing IP's rights on land and natural resources.
  - g. Support **Sub-Grant Committee Representation** of IPsO Networks for strengthening inclusive governance and reinforcing commitment to mutual collaboration and accountability.
3. Provide technical assistance to both partners on planning and implementation of rights-based approaches to conservation and natural resource managements, where appropriate.
  - a. Assist IPsO Networks develop strategies for IPs to conduct Alternative Dispute Resolution and support legal proceedings to support and strengthen IPs governance.
  - b. Facilitate the development of technical guidelines based on holistic approach to support IP 's rights and cultural revitalization

**Minimum Requirements:**

- Preference will be given to Indigenous Peoples (IPs) candidates.
- Women are strongly encouraged to apply.
- Good understanding and knowledge on policy and legal context for both national and international legal instruments.
- Have practical experiences working with and for Indigenous community.

- Understanding about Indigenous Peoples context and situation especially regarding to land and resources management.
- Commitment and respect to Indigenous Peoples Rights and customary laws.
- At least 5-to-10-year experiences in community based natural resources management including dialogue.