



JOB DESCRIPTION

Position:	Participatory Development Planning Consultant
Reports to:	Community and REDD+ Manager, Conservation Impact Technical Advisor
Location:	Mondulkiri Province, Cambodia, and remote
Country Program/Sector:	Cambodia
Position Type:	Consultant
Internal liaison:	KSWS Landscape Technical Advisor KSWS Project Manager Community and REDD+ Technical Advisor Community Conservation Advisor Conservation Impact Technical Advisor Forest Carbon Technical Advisor
Expected travel:	Travel to several communities in Keo Seima Wildlife Sanctuary, Mondulkiri province, Cambodia

Organization background:

The Wildlife Conservation Society (WCS) is a US non-profit organization established in 1895 and based in New York, that saves wildlife and wild places by understanding critical issues, crafting science-based solutions, and taking conservation actions that benefit nature and humanity. With a presence in more than 60 nations, and experience helping to establish over 150 protected areas across the globe, WCS has amassed the biological knowledge, cultural understanding and partnerships to ensure that vibrant, wild places and wildlife thrive alongside local communities.

In Cambodia, WCS assists the Royal Government to conserve species and habitats in four landscapes across Cambodia, namely, the Eastern Plains (consisting of the Keo Seima Wildlife Sanctuary (KSWS) in Mondulkiri and Kratie provinces), the Northern Plains, the Tonle Sap, and the Freshwater Rivers. Taken together these landscapes support all of the major habitat types in Cambodia, as well as vital population of most of Cambodia globally threatened species. These protected areas are also extensively used by human populations that reside in and adjacent to the protected areas.

Position background:

The Keo Seima Wildlife Sanctuary REDD+ program supports and collaborates with 20 communities to implement development and conservation activities. Significant funding and resources are available to help meet community development needs, both through directly implemented activities, sub-grants to partner organisations, and through REDD+ carbon credit revenue provided directly to the communities through elected committees in each village, under the KSWS REDD+ Cash For Communities program. WCS facilitates and supports the committees' capacity and supports them to identify their spending priorities, and to manage and spend the budgets. As the available funding is rapidly scaling up, a challenge is to ensure these funds are well spent and are used to equitably address the needs of each community. Longer-term and more strategic development planning will be required which can harmonise the different funding streams available, and this should be developed through a participatory planning process. In addition, communities

and project staff will need to increase their capacities for facilitating participatory development processes in the future.

Position summary:

The Consultant will review available documentation and conduct consultations with representative target communities, local authorities, and project staff to develop a development masterplan for the landscape. This plan will equitably reflect the priorities and needs of target communities, and effectively use the resources and funding mechanisms available through the REDD+ program. Community consultations will follow a participatory planning process, and the consultant will provide training to community members and to project staff to enable them to conduct further development planning in future.

Proposed Timeline:

- 1 month preparatory activities and project planning, including document review, introductory meetings, consultations with project partners, and capacity assessment (21 days)
- 2 weeks training of project staff and community members in participatory development planning (10 days)
- 1.5 months of participatory community consultations (in at least 5 representative villages) and consultation with local authorities (32 days)
- 1 month masterplan and report writing (21 days)

Deliverables:

1. A consultancy plan and proposal to be delivered for review before proceeding with consultancy activities
2. A participatory development planning manual and training course implemented with project staff and community members, including recommendations for future participatory planning structures and processes
3. A development masterplan report for the KSWs landscape, with development priorities identified through participatory processes, and taking into account the resources and mechanisms available through the REDD+ program

Position requirements:

- Proven high-quality technical and general writing ability in English
- Experience with participatory development planning, especially with Indigenous People, and working with local government
- Experience designing and implementing training curricula
- Proven understanding of issues related to gender, Indigenous People's rights, and equity
- Ability to travel to and stay in remote villages during community consultations

Desirable skills:

- Spoken and written Khmer language
- Spoken Bunong language
- Previous work or familiarity with Mondulkiri and/or the Bunong indigenous group