

TERMS OF REFERENCE
The Wildlife Conservation Society
WCS Cambodia Program

Staff name	:	
Position title	:	Private Sector Engagement Specialist
Project name	:	USAID Keo Seima Conservation Project
Location	:	WCS Phnom Penh with frequently travel to Mondulkiri
Direct report to	:	Chief of Party

The Wildlife Conservation Society (WCS) conserves wildlife and wild places, worldwide, through science, conservation action, education, and inspiring people to value nature. WCS has been working in Cambodia since 1999, with a large and complex program focusing on several major landscapes, as well as a range of national and regional policy initiatives, supported by multiple donors. In partnership with Ministry of Environment (MoE) and with support from United States Agency for International Development (USAID), WCS is implementing the Keo Seima Conservation project to improve and conserve biodiversity, good governance of the Eastern Plains Landscape and increase sustainable and equitable economic of community livelihoods. It is a three-year USAID-funded project. The Private Sector Engagement Specialist will lead project's objective 2 on increased sustainable and equitable economic opportunities, community livelihoods, and natural capital reinvestment in the Eastern Plains Keo Seima Wildlife Sanctuary (KWS).

Scope: The Private Sector Development Specialist will (i) lead to develop and enhance sustainable economic activities in KWS that help communities to improve livelihoods from improving natural resource management and increasing investment in natural capital (sustainable forestry, environmental friendly agroforestry, NTFTs, eco-tourism, etc.) (ii) work directly with communities, partners and small businesses in and around the KWS to develop and implement sound strategies for private sector partnership, supply chain, marketing management, value chain financing, and promoting value chain support services (iii) develop livelihood strategy and train farmers/communities in adopting new livelihoods; and (iv) implement the livelihood strategy in their respective Indigenous Communal Land Titles (ICT) and Community Protected Areas (CPAs).

Expected Outputs - Tasks and Activities

Output 1: Design and develop livelihood strategy or framework for KWS which will focus on the effective use of land-based resources such that community conservation forests become a long-lived asset, capable of generating multiple products and services for revenues/income.

- Base on NTFPs assessment of potential values chain, design and develop livelihood strategy or framework for KWS and implement the strategy or framework.
- Identify markets for the bamboo and other NTFP products that operate under sustainable principles.
- Coordinate NGOs working on livelihood improvement in KWS

Output 2: Establish at least 4 demonstration sites for livelihoods base on the livelihoods strategy. These sites will serve as a focal point for certain new livelihoods and will feature, effective value chains, and new work practices.

- Prepare guidelines for the demonstration sites that describe for each site (i) the location, (ii) the type of livelihoods to be demonstrated, (iii) the value chain, (iv) the management, and (v) the financial plan.

Output 3: Develop an effective value chain for each demonstration site.

- Identify relevant target markets and target market segments for each site and how the site's products will reach those target market segments.
- Prepare a contracts and logistics that must be put into place at each demonstration site to get a site's

products to target market segments while yielding the highest margin to the site.

Output 4: Improved natural resource management by communities

- Help communities to improve livelihoods from improving natural resource management and increasing economic benefits from sustainable forest management, environmental friendly agriculture, sustainable extraction of NTFTs and eco-tourism.
- Work with communities and local non-governmental organization (NGO) partners for developing a sustainable harvesting plan for bamboo and train community members on extraction and processing techniques for bamboo that have minimal impact on forest structure.
- Promote sustainable forest management and non-timber forest product (NTFP) extraction.

Output 5: Implement and report on the livelihood activities.

- Implement the livelihood activities in the respective ICTs or CPAs.
- Report progress of the livelihood activities on a monthly and quarterly basis as well as annual report.

Output 6: Work with partners and oversee sub-grants in order to implement and promote the livelihoods activities.

- Work with partners and sub-grants for providing technical training on livelihood
- Work with partners for market linkage from producers to buyers
- Oversee the implementation of sub-grants to ensure a high standard of results.
- Check and appraise monthly and quarterly reports from sub-grantees.

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.

Expertise: The candidate shall have a post-graduate degree in sociology, business, development, or other relevant discipline to livelihoods and private sector engagement. A bachelor degree with a combination of relevant experience can be accepted in lieu of an advanced university degree. The candidate will have at least 4 to 6 years of experience with livelihoods in development projects in nature conservation context. Experience with livelihoods on multilateral or bilateral donors funded projects is an advantage. Experience in community development is an asset.