

TERMS OF REFERENCE



Position:	Senior Conservation Advisor (USAID Morodok Baitang Project)
Division:	Wildlife Conservation Society- Cambodia Program (WCS-CP)
Reports to:	USAID MB Chief of Party

The Wildlife Conservation Society (WCS) is a world leader in on-the-ground wildlife conservation. Founded in 1895 as the New York Zoological Society, WCS is an international organization dedicated to conserving and protecting the Earth's wildlife and ecosystems. WCS has been working in partnership with the Royal Government of Cambodia since 1999, providing technical advice and support for the conservation of key habitats and species across the country.

WCS is an implementing partner on USAID Morodok Baitang (or "Green Heritage" in Khmer) project in Cambodia. The project seeks to contribute to the mitigation of carbon emissions at a national scale, conserve biodiversity, increase economic growth, and promote inclusive natural resource governance. It builds on past and current USAID/Cambodia investments in emissions reductions and biodiversity conservation; community income generation from ecotourism, carbon credits, and wildlife-friendly agricultural practices; and natural resource governance. This activity reorients USAID's environmental programming beyond landscapes approaches and adds market-based approaches as a primary focus.

Background

USAID MB's Objective 1 activities aim to improve biophysical conditions of target areas by enhancing biodiversity conservation and supporting low emissions development (LED). Important elements of this include the development, implementation and integration of biomonitoring systems to ensure that market-based interventions lead to conservation results; capacity building for conservation management and monitoring by communities and market-system actors; and conservation governance outreach activities.

The Senior Conservation Manager is a key member of the management team of USAID Morodok Baitang and reports directly to the CoP. Coordinating closely with other Technical Managers and site-based field staff, s/he develops and manages implementation of conservation programming activities under Objective 1 of the project that will improve biodiversity conservation outcomes. This includes the development and implementation of management and monitoring systems in and around Protected Areas, design of conservation planning activities, and development of training and

outreach materials. As an Objective Lead, s/he provides mentoring and training to Conservation Monitors based at the site level. S/He provides thought leadership on the development and/or monitoring of conservation-friendly compliance systems that will ensure interventions and market-based approaches effectively address threats to biodiversity. S/he also advises on site-based interventions related to forest-based value-chain development (i.e. best practices for harvesting, regeneration, monitoring).

The Conservation Monitoring Manager (Objective 1 Lead) is a long-term position and is based out of Phnom Penh, Cambodia.

RESPONSIBILITIES:

Specific responsibilities include the following:

- Provides overall thought leadership for the development of conservation programming under Objective 1 including identification and monitoring of threats to biodiversity stemming from market systems approaches
- Leads and provides technical assistance (training, mentoring, coaching) to team members to design and implement conservation management and monitoring activities.
- Directly oversees the activities of the Conservation Monitoring Specialist.
- Coordinates with other technical staff to plan and implement activities at the site level
- Works closely with USAID MB Chief of Party (COP) and the USAID MB Conservation and Governance Director (CGD) to ensure that USAID is kept regularly up to date on project activities and achievements, particularly providing regular summaries of any special project highlights.
- Produces quality technical deliverables and analyses and ensures reasonable deadlines are set and met.
- Works with the Environmental Compliance Specialist to screen against Morodok Baitang’s Environmental Mitigation and Monitoring Plan (EMMP).
- Works with MEL Manager to ensure that all data collection tools—for performance monitoring as well as any special studies or surveys—follow a clear standard operating procedure and meet ethical standards.
- Assists in providing concise, summarized reporting against indicators for quarterly and annual progress reports.
- Supports the USAID COP in the preparation of annual, quarterly and monthly work plans/reports.
- Manages Morodok Baitang resources responsibly and adheres to all project policies.
- Professionally represent WCS and USAID Morodok Baitang whilst managing collaborations with key partners.

MINIMUM QUALIFICATIONS:

- Advanced degree in a relevant field. Disciplines considered relevant include environmental management, biodiversity conservation, climate change, political ecology, and others as applicable.
- At least ten years of experience providing technical and management leadership to the design, evaluation, and implementation of biodiversity conservation and NRM programs; biodiversity monitoring, applied research, policy coordination, and development. Experience related to institutional capacity building, private sector engagement, and alternative livelihoods strongly preferred.
- Demonstrated experience in project management, staff coordination, mentorship, and capacity building required. Candidates with experience implementing gender-sensitive and inclusive approaches to training and capacity building preferred.
- Candidates with experience working with USAID biodiversity earmark funds is preferred
- Candidates with experience managing private sector partnerships, sub-contractors/sub-grantees in either environmental or agricultural sectors preferred.
- Strong communication and interpersonal skills and demonstrated ability to interact with a wide range of stakeholders.
- Strong English language skills required.

Please note that the above TOR constitutes only the main responsibilities and duties of this position. As WCS-CP is a flexible organization, staff members are expected to undertake any other tasks that are allocated to them but which are not part of their regular TOR.