

WILDLIFE CONSERVATION SOCIETY (WCS) | CAMBODIA PROGRAM

JOB DESCRIPTION / TERMS OF REFERENCE

- **Position Title:** Wetland Community Livelihood Coordinator
- **Direct Report To:** Tonle Sap Landscape Programme Manager
- **Work Locations:** Prek Toal Ramsar Site / Fish Conservation Area, Begnal Floricna Conservation Areas, with travel across the Tonle Sap Floodplain (Kampong Thom, Battambang, Siem Reap Provinces)
- **Sector:** GCP Asia – Mekong region/WCS Cambodia Program
- **Position Type:** Full-Time
- **Project Name:** WCS Tonle Sap Landscape
- **Duty Station:** WCS Tonlé Sap Landscape (Kampong Thom Office)

1. PROGRAM BACKGROUND and OVERVIEW

The Wildlife Conservation Society (WCS) is a world leader in on-the-ground wildlife conservation. In Cambodia, WCS works in close partnership with the Royal Government of Cambodia—including the Ministry of Environment (MoE) and the Ministry of Agriculture, Forestry and Fisheries (MAFF/FiA)—to support the conservation of key habitats and species across the country. The Tonle Sap Landscape consists of a network of critical sites (including the Northern Tonle Sap Protected Landscape, Ang Trapeang Thmor Protected Landscape, and Prek Toal Core Area) that represent the major habitats of the Tonle Sap lake and floodplain. These sites support some of Cambodia's most threatened wildlife and serve as vital fisheries and ecosystems that local communities depend upon for food and rice-based livelihoods. Under projects like the KfW Wetlands Conservation initiative, WCS provides technical and financial support to improve protected area management, enhance community livelihood opportunities, promote sustainable fisheries, and advance the establishment and zonation of Community Protected Areas (CPAs).

2. JOB SUMMARY

The Wetland Community Livelihood Coordinator will spearhead field execution for sustainable fisheries and community livelihood initiatives throughout the Tonle Sap Landscape. This integrated role is responsible for driving project activities at the Prek Toal Ramsar Site / Fishery Conservation Area and leading community livelihood interventions across the Northern Tonle Sap Lowland Protected Landscape in Kampong Thom and Siem Reap provinces, while providing technical guidance to surrounding landscapes. Key responsibilities include establishing Community Protected Areas (CPAs), strengthening community patrolling networks, and supporting Prek Toal's site management and outreach efforts. Furthermore, the position focuses on fostering sustainable local economies through community-based ecotourism (CBET), livelihood assistance programs, and direct support for Community Fisheries (CFi), CFi Mini-Trust Funds, and women-led enterprise groups.

3. KEY DUTIES AND RESPONSIBILITIES

A. Community Protected Area (CPA) and Community Fishery (CFi) Support

- Lead the official step-by-step establishment, management planning, and institutional strengthening of CPAs and CFis in target landscapes in accordance with MoE and FiA guidelines.
- Coordinate field capacity building, governance training, and organizational management for CPA and CFi committees.
- Facilitate community-led boundary demarcation, zonation processes, and participatory land-use mapping, and the implementation of their management plans.
- Support the establishment, operationalization, and financial management of **CFi Mini-Trust Funds** to ensure long-term community funding for conservation and local development.

B. Wetland Livelihood Interventions and Enterprise Support

- Identify, design, and roll out ecologically sustainable livelihood options for wetland-dependent communities (e.g., climate-smart agriculture, sustainable aquaculture, poultry raising, or craft production).
- Provide dedicated technical assistance and business skills mentorship to **women-led enterprise groups** and local producer groups to enhance value chains and market access.
- Coordinate and strengthen **Community-Based Ecotourism (CBET)** initiatives, particularly around key wetland sites, by improving service quality, local governance, and equitable benefit-sharing mechanisms.

C. Site Management and Community Patrolling

- Support and train fishery patrol teams, DoE/community rangers, and CFi committees to conduct SMART Mobile patrols using SMART devices for data collection and reporting.
- Support operational and field management efforts at the **Prek Toal Ramsar Site / Fish Conservation Area** and **Bengal Florican Conservation Areas**.
- Organize, equip, and build the capacity of local community patrol teams (CPA/CFi patrols) to improve protection against illegal fishing, agricultural encroachment, and wildlife poaching.
- Facilitate joint patrolling frameworks and coordination between community patrols, MoE park rangers, and FiA officers.

D. Outreach, Engagement, and Capacity Building

- Design and deliver environmental education and public awareness campaigns on wetland conservation, fishery laws, and protected species protection across target villages.
- Organize workshops, exchange visits, and training sessions for community leaders and local authorities to promote natural resource stewardship.

E. Project Planning, Reporting, and Representation

- Prepare annual and quarterly field work plans and activity budgets in close coordination with the Tonle Sap Landscape Programme Manager.
- Draft high-quality monthly, quarterly, and donor technical progress reports tracking indicator performance.
- Ensure full compliance with WCS financial, administrative, and environmental/social safeguard protocols.
- Maintain positive working relationships with local government authorities (Provincial Departments of Environment, Provincial Fisheries Administration, District/Commune Councils) and NGO partners.

4. REQUIREMENTS

- **Education:** Bachelor's or Master's degree in Fisheries, Natural Resources Management, Environmental Conservation/Management, Marine/Coastal Management, or a related discipline.
- **Experience:** Minimum 3 to 5 years of practical experience working with fisheries conservation, Community Fisheries (CFi), and/or protected area management in Cambodia.
 - Proven experience in community-based conservation, biodiversity monitoring, protected area zoning, CPA establishment, and management plan development.
 - Demonstrated experience working with Cambodian government line agencies (e.g., MoE, FiA/MAFF) in an advisory, coaching, or training capacity.
- **Skills and Knowledge:**
 - Strong local knowledge of the Tonle Sap Lake ecosystem, Cambodian fisheries, and protected area legal frameworks.
 - Good knowledge of data analysis, mapping (socio-economic/fisheries), and technical reporting.
 - Strong analytical, problem-solving, and multitasking skills with the ability to meet strict deadlines under minimal supervision.
- **Language:** Fluent spoken and written Khmer; proficiency in spoken and written English is highly preferable/an advantage.
- **Field Adaptability:**
 - A genuine concern for wildlife conservation and environmental issues.
 - Willingness to travel extensively by boat and motorbike under difficult field conditions.
 - Willingness to spend considerable time in remote locations/outposts and work flexible, long, or irregular hours when required during fieldwork.
- **Interpersonal Attributes:** Ability to work independently and collaboratively as a proactive team member; maintains a considerate, generous, and helpful approach with all teammates and local stakeholders.

5. EXPECTED OUTPUTS

- Monthly progress reports (Khmer).
- Annual project technical reports (Khmer with English summary).
- Survey reports, and community training materials.
- Successfully facilitated CPA/CBET establishment documentation and zonation plans.