



## JOB DESCRIPTION

<b>Position:</b>	Wetland Community Livelihood Specialist
<b>Position Type:</b>	Full-Time
<b>Duty Station:</b>	Kampong Thom Province, Tonle Sap Landscape Office
<b>Expected travel:</b>	WCS's Tonle Sap Landscape (Kampong Thom, Siem Reap, Banteay Meanchey, Battambang, Pursat Province, and Kampong Chhnang)
<b>Report to:</b>	Program Manager, EU's Project Lead
<b>Supervise:</b>	CPA Officer (TBD) and Ecotourism Officer (TBD)

### 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 the 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:

The Tonle Sap Landscape consists of several sites that taken together represent all the major habitats in the Tonle Sap Lake and floodplain. These sites support some of Cambodia's most threatened bird species, as well as other species of conservation concern. They are also vital habitats for fish, which provide food to local people who also depend on rice. In the Tonle Sap Landscape, the Wildlife Conservation Society (WCS) works in partnership with the Ministry of Environment, the Fisheries Administration, the provincial administrative, NGO partners, and local communities to implement biodiversity monitoring and law enforcement across the landscape. The project adopts an integrated landscape approach to strengthen resilience to environmental change in ecosystems, communities, and biodiversity to ensure sustainable natural resources management and local livelihood improvement.

In the Northern Tonle Sap Protected Landscape, Kampong Thom and Siem Reap Provinces, and Bakan Protected Landscape, Pursat Province, WCS aims to conserve the Critically Endangered Bengal Florican and other globally threatened species in a network of protected floodplain and non-breeding sites. At Ang Trapeang Thmor Protected Landscape, Banteay Meanchey, WCS aims to protect an important non-breeding season concentration of Sarus Cranes, Eld's Deer, and many waterbird species in the freshwater wetland habitat. And at the Prek Toal Ramsar Site, Battambang, WCS support MoE and PDoE to protect the largest waterbird colonies and south-east Asia and the flooded forest and support the Fisheries Administration, and Community Fisheries on the fisheries monitoring and conservation at Prek Toal Fisheries Conservation Area and Siem Reap Fisheries Conservation Area.

### Purpose of Position:

Wetland Community Livelihood Specialist plays an important role in designing, leading, and implementing the Tonle Sap Landscape Livelihood project components to ensure all expected outputs and outcomes are met under direct support from Program Manager and Senior Technical Advisor. Success in this role is dependent on an interest in community-based wildlife conservation, motivation to work for long periods in rural areas to improve people's livelihood and behavioural change, and a strong willingness to learn new skills. The Specialist will implement and support the implementation of activities that are in accordance with the Community Operations

Manual and Project Implementation Manual, including the development of new materials that elaborate on details that are needed but not included in these documents.

### **Specific tasks and key responsibilities:**

Below are specific tasks and responsibilities for the Wetland Community Livelihood Specialist required to deliver during project implementation.

1. Contribute to and provide inputs of the annual work plan, required project reports, baseline data, tools and indicators for monitoring and evaluation, and sharing of lessons learned.
2. Provide technical assistance and capacity building to project staff, implementing partners, stakeholders, and others.
3. Coordinate, provide technical support, and work closely with the Ministry of Environment's departments to create new community-protected areas (CPAs) within the target protected area as part of the WCS's Tonle Sap strategic landscape.
4. Support all target CBOs to conduct livelihood need assessments for postering divers-alternative livelihood development and improvement around the Tonle Sap Floodplain.
5. Work closely with relevant project partners, concerned government agencies, private sectors and each site coordinator to provide technical support, training, capacity building, and promotion of all existing CBETs under WCS's Tonle Sap Landscape Program.
6. Coordinate and oversee the ongoing process of buffalo bank schemes under close collaboration with the Ministry of Environment, WCS's Wildlife-Health Program, and the provincial veterinary office.
7. Lead and provide technical support to community-based organizations (CPA, CFi, CF) to develop and update their management plans and by-laws.
8. Document lessons learned related, evaluate the impact, and modify community development approaches as needed.
9. Support the development of livelihood initiatives within the context of local-level reintegration programs for various community groups within the Tonle Sap Landscape.
10. Monitor that the needs of the affected populations, environment protection, and other relevant concerns are considered to ensure that livelihood and poverty reduction initiatives are sustainable including establishing priority targets and indicators.
11. Monitor activities related to livelihood issues, and ensure relevant databases are maintained.
12. Actively foster donor and NGO coordination and interagency linkages and represent the project at donor and Government meetings as needed.
13. Work with specialists from Government Departments, key stakeholders, and private sectors to design and implement a coordinated and sustainable livelihood initiative, which addresses identified needs.
14. Provide ongoing feedback to the line manager and management team on how to promote a coordinated livelihood and poverty reduction strategy, which is community-based.
15. Submit reports on activities on a periodical basis and as requested.
16. Carry out additional tasks as assigned.

### **Minimum qualifications and experience:**

1. Bachelor's degree (master's degree is desirable) in Rural Development, Development Study, Natural Resource Management, Agriculture, forestry and fisheries, or a related field.
2. Has experience working with government institutions, private sectors, and NGOs for at least ten years in livelihood interventions such as farming, small enterprise, livestock, community mobilization, community-based ecotourism, etc.
3. Has experience in rolling out some or all the programs that will include in the project such as Productivity Enhancement, Climate Smart Agriculture, Sustainable Agriculture Practices, Eco-tourism, and SME, etc.
4. Good understanding of wildlife conservation, protected area management, fisheries management, and land use management.
5. Has experience working on livelihoods-based community institutions such as community protected areas (CPA), community fisheries (CFi), community forests (CF) and agriculture cooperatives (AC), etc.
6. Has experience in networking and partnership with organizations working in farms and livestock.
7. Ability to communicate well in English is preferable.
8. Good interpersonal and communication skills and teamwork abilities
9. Good knowledge and experience working with poor households.

10. Good analytical/problem-solving, report writing, and critical thinking skills.
11. Good Computer skills and Microsoft Office (Ms. Word, Excel, PowerPoint, and Email).

**Outputs:**

- Monthly activity plan
- Monthly progress report, six-month progress reports
- Community livelihood alternative development strategy and protocol
- Staff and community training material