

ATTACHMENT 1 – TERMS OF REFERENCE

The Wildlife Conservation Society

WCS Cambodia Program

Name	
Position	Biodiversity Conservation Officer
Duty Station	Preah Vihear town
Landscape	Greening Prey Lang Extended Landscape, Cambodia
Work locations	Preah Vihear town Kulen Promtep Wildlife Sanctuary Chhep Wildlife Sanctuary Prey Preah Roka Wildlife Sanctuary Phnom Tbeng Natural Heritage Park Phnom Penh
Direct reports	Biodiversity Field Team Leaders Biodiversity Field Assistants Community Research Rangers (through team leaders)
Reporting line	Landscape Manager/ Technical Advisor

Background:

The Greening Prey Long Extended Landscape (GPLEL) contains populations of highly threatened bird, mammal and plant species, which are subject to an integrated program of conservation interventions to ensure their long-term survival. The GPL program works in partnership with the Preah Vihear provincial government, NGO partners and local communities to implement biodiversity monitoring, law enforcement, livelihood and governance activities across the landscape. The Wildlife Conservation Society (WCS) works in partnership with the Preah Vihear provincial government, NGO partners and local communities to implement biodiversity monitoring, community conservation and law enforcement activities across the landscape. Biodiversity monitoring activities are targeted at understanding the abundance and distribution of bird and mammal species, and human threats in protected areas. This information is used to inform zoning plans, ranger patrols, ecotourism and compliance systems. The Biodiversity Conservation Officer is responsible for collaborating closely with the Landscape Technical Advisor to ensure the robust implementation of all wildlife survey and monitoring activities across the landscape so that they effectively support long-term sustainable protected area management in the Northern Plains Landscape.

1. Wildlife surveys and monitoring + bird nest protection

- Work with the Landscape Technical Advisor, biodiversity team leaders and field assistants to develop and deliver monthly and annual work plans for the biodiversity team

- Work with the Landscape Technical Advisor, biodiversity team leaders and field assistants to design and implement routine and ad-hoc bird, mammal and habitat surveys in and around protected areas (sarus crane, vulture, ibis, white-winged duck, camera trapping, gibbon, trapeangs, etc)
- Use GIS (QGIS and ArcGIS) to produce wildlife survey designs and export these to both printed maps and GPS/Smartphone devices for use in the field
- Supervise, mentor and train all biodiversity team members (team leaders, field assistants, community research rangers) to adhere with all field survey and data collection protocols to ensure accurate observation data on birds, mammals and human activity
- Ensure that bird nest protection program protocols are implemented and adhered to so that it transparently meets its goals of protecting the nests of critically endangered, endangered and vulnerable bird species
- Ensure that the community research ranger teams implement ranger-based monitoring (SMART) techniques to collect observation data on wildlife and human activity in protected areas
- Ensure the inventory, care and maintenance of all wildlife monitoring equipment (e.g. camera traps, GPS devices, cameras, binoculars, etc)

2. Collaboration with internal and external partners

- Ensure that all biodiversity team leaders maintain positive working relationships with partner communities and the Preah Vihear Department of Environment to ensure the effective implementation of wildlife surveys and monitoring
- Collaborate with WCS community conservation team members to ensure the effective planning and implementation of wildlife survey activities that involve Community Protected Area (CPA) and ecotourism committee members
- Ensure that findings from wildlife surveys and monitoring inform ecotourism activities (e.g. impacts of tourists on birds, bird watching opportunities)
- Collaborate with the WCS SMART team to ensure community research ranger-based monitoring data is entered into SMART databases on a monthly basis
- Collaborate with the compliance unit to transfer data collected by the community research rangers on illegal activities to the compliance database (as per the compliance cycle/protocol), and ensure rule-breakers do not benefit from the nest protection scheme or work as community research rangers
- Support the community conservation team in the delivery of activities focused on building the wildlife monitoring capacity Community Protected Area patrol teams
- Support the community conservation team in the delivery of social marketing and awareness raising activities to encourage pro-conservation behavior by community members
- Collaborate with WCS wildlife health team members to ensure the establishment and implementation of wildlife health data collection protocols
- Assist the Landscape Technical Advisor to ensure collaboration with wildlife rescue partners (e.g. ACCB) to facilitate the rescue and release of globally threatened wild animals
- Assist the Landscape Technical Advisor to ensure the planning and implementation of the field-work of visiting external researchers
- Participate in the Cambodia Vulture Working Group (CVWG), including attending meetings and collaborating with vulture conservation partners to ensure the implementation of the Cambodia Vulture Action Plan (2016-2025)

3. Biodiversity data and reporting

- Ensure the reliable and accurate transfer of community research ranger patrol and wildlife survey data from field notebooks, cameras, camera traps and GPS/Cybertracker devices to computer databases (Excel, SMART, etc) on a monthly basis
- Ensure the confidentiality and security of all biodiversity and human activity related data and information
- Ensure that all biodiversity data is well organized and routinely backed up on the landscape server and external hard drives (on a monthly basis)
- Ensure that WCS fulfills its commitments to provide data on national census projects (e.g. vultures, white-shouldered ibis, etc), according to existing data sharing agreements
- Ensure integration of existing biodiversity observation data and associated spatial databases (wildlife observation shapefiles, etc) using QGIS and ArcGIS
- Use GIS software to produce wildlife distribution, and human activity maps for planning and technical reports
- Assist the Landscape Technical Advisor with the analysis of wildlife survey data and production of wildlife survey technical reports
- Produce monthly and annual biodiversity activity reports detailing achievements and monitoring results according to pre-selected M&E indicators and a pre-approved template

QUALIFICATIONS AND EXPERIENCE:

- Degree in Biology, Forestry, Conservation, Environment or other related fields
- At least 2-year relevant experiences or field-based conservation research experience
- Experience with Coordinate the team work
- Understanding of conservation research and data collection methodology (camera-trapping; SMART data collection etc)
- Basic knowledge of using GIS and read map
- Fluency in written and spoken English and Khmer language
- Local knowledge of Preah Vihear province is preferable
- Able to ride a motorbike under difficult field conditions
- Physically fit and able to trek and camp in rural/forest conditions over multiple days

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.