



VACANCY ANNOUNCEMENT

Title: Consultancy for the development of a Human Wildlife Co-existence strategy in Keo Seima Wildlife Sanctuary, WCS Cambodia program

Position: Human Wildlife Conflict Specialist (Consultant)

Position Type: Part-time, fixed term consultancy (60 days)

Reports to: WCS Cambodia Country Director and WCS Biodiversity Monitoring Technical Advisor

Location: Mondulhiri, Cambodia with a strong remote working component

This position is open to national and international candidates

1. Background

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. Within Keo Seima Wildlife Sanctuary (KSWS) our collaborative projects with the Ministry of Environment (MoE) and Mondulhiri Provincial Department of Environment (PDoE) focus on law enforcement, ecotourism, biodiversity monitoring and community land use planning which are funded by a wide range of bilateral, multi-lateral and foundation donors.

2. Context

Directed by the KSWS Strategy (2021-2026), WCS is putting in place systems to support an effective adaptive management approach prioritizing the protection of KSWS' forests and the biodiversity it contains. This approach is particularly important given KSWS represents one of the largest remaining blocks of Asian elephant (*Elephas maximus*) habitat in Cambodia, with a population of 100-130 elephants. With roughly 20,000 people residing across 35 villages within KSWS, interactions between people and wildlife are frequent. In 2018 WCS and PDoE initiated the Human Wildlife Co-existence (HWC) program, aiming to better understand the characteristics of negative Human Wildlife Interactions (HWI) in KSWS and to mitigate it's impacts on local communities and wildlife populations. With the frequency and intensity of HWI increasing in past years, building upon the current HWC program is core to the 2021-2026 KSWS management strategy, forming activity A1.3.11 under Output 1.3.

Existing information combined with joint analysis of internal and shared datasets will be key to inform future HWC mitigation approaches and strategies. Current datasets include interview surveys of crop losses, mitigation approaches as well as observational information collected on negative Human Elephant Interactions (HEI) events and attempted HWC mitigation strategies. Investigating these datasets to produce relevant information can then be used to inform mitigation strategies. Building upon this newly gained knowledge, coupled with thorough review of existing literature on mitigation approaches review will allow for the production of a suite of holistic HWC mitigation strategies that can be assessed for suitability in this multi-use landscape. The primary objective of this consultancy is to develop a comprehensive list and summarize potential mitigation strategies appropriate for villages living within or near to the KSWS.

3. Objective of the Assignment

The main aim of this consultancy is to improve WCS' approach to mitigating negative HWI in KSWS, using a data-based approach. By utilizing existing datasets, the consultant will provide an improved understanding of the characteristics of HWI in KSWS.

4. Approach of the Assignment

This assignment is undertaken by a by the consultant within a 60 work day period between May and August 2024. There is potential for this work to be conducted remote or within country. The consultant is to work closely with the KSWs Biodiversity Monitoring Team

5. Key Tasks

1. *Analyse available datasets to understand the characteristics of HWI in KSWs.*
 - 1.1. Analyses of focal village interview HWI database that collected data on crop losses, livestock losses, efficacy of HWI mitigation strategies and perceptions and attitudes
 - 1.2. Gain an understanding of negative HEI in KSWs through the analysis of the observational HEI dataset.
2. *Assess the efficacy and drawbacks of HEI mitigation approaches in the literature, with a focus on their practical implementation within KSWs.*
 - 2.1. Perform a literature review and hold discussions with relevant stakeholders to produce a list of HEI mitigation methods that assesses efficacy, drawbacks and applicability of implementation in KSWs.

1. Key Deliverables and timeline

| No. | Deliverable | Estimated duration (days) | Estimated date of completion |
|-----|---|---------------------------|------------------------------|
| 1.1 | Summary (graphics, maps & description) of key results (Interview data) | 30 | July '24 |
| 1.2 | Summary (graphics, maps & description) of key results (Observation data) | 10 | August '24 |
| 2.1 | Summary report and cards outlining the assessment of effort, risks and costs per strategy | 20 | August '24 |

2. Payment Schedule

50% Upon delivery of 1.1

20% Upon delivery of 1.2

30% Upon delivery of 2.1

3. Applicant's profile

The consultant must conform to the following qualifications:

Essential

- At least MSc in environmental sciences, zoology/ecology, conservation science or related field;
- At least 10 years' professional experience in biodiversity monitoring and/or conservation science
- Data manipulation and analysis skills;

- Proficiency in Excel and R;
- Experience working with large biodiversity datasets;
- Experience in technical/scientific writing;
- Excellent attention to detail;
- Pragmatic and solution oriented, the ability to learn quickly and adapt to solve new challenges;
- Ability to work independently with limited supervision;
- Fluent in written and spoken English.

Desirable

- Experience in social science and / or interview surveys
- Knowledge and/ or experience of working in on human- wildlife dynamics Understanding of and experience with the conservation context in Cambodia, preferably in the Eastern Plains;

4. Application process

Interested candidates should apply by emailing:

- a CV and cover letter that address the criteria outlined in the qualifications and experience section, links/examples that demonstrate your skills
- your expected rate for the above listed deliverables

to: Duch Thanniorn cambodiahr@wcs.org, latest by April 10th, 2024. Please include the Position Title **“Application for Consultancy for the development of a Human Wildlife Co-existence strategy in Keo Seima Wildlife Sanctuary, WCS Cambodia program”** in the subject line of your email.

Please note that only short-listed candidates will be contacted.