

**ឧបសម្ព័ន្ធទី ១ “សេចក្តីបញ្ញត្តិអំពីការកិច្ច វិសាលភាពនៃការងារ”**

**ATTACHMENT 1 – TERMS OF REFERENCE**

**The Wildlife Conservation Society**

**WCS Cambodia Program**

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Position title : **REDD+ Team Leader**  
Project name : Keo Seima Wildlife Sanctuary (KSWS)  
Location : Based in Mondulkiri  
Report to : REDD+ Technical Adviser, WCS-Cambodia

**BACKGROUND:**

The Wildlife Conservation Society (WCS) Cambodia program was launched in 1999 and now works in three major forest landscapes – Southern Mondulkiri, the Northern Plains and the Tonle Sap floodplain. Among many other activities, this large program has a history of innovative work in the field of sustainable financing for conservation, including REDD+ (Reduced Emissions from Deforestation and forest Degradation). Two of the three landscapes are designated demonstration sites for the national REDD+ readiness process, and both of these include project areas seeking to sell credits on the voluntary carbon market. Recently, the Royal Government of Cambodia, through a long-running partnership with WCS, has sold to a private company the first carbon credits from a climate change mitigation project in Keo Seima Wildlife Sanctuary (KSWS). The net revenues from carbon sales in Keo Seima REDD+ project will benefit local communities through activities such as community-chosen development projects and livelihood improvement activities. These activities will be implemented through an agreed REDD+ benefit sharing mechanism. The REDD+ Team Leader will take a lead on the REDD+ benefit sharing implementation, livelihood improvement and community development work related in KSWS.

**ESSENTIAL FUNCTIONS**

- Lead the implementation of REDD+ benefit sharing fund in REDD+ target villages in KSWS
- Coordinate and implement livelihood improvement and community development activities such as agricultural training, clean water, education and health projects
- Strengthen capacity of the local communities on institutional management
- Facilitate participatory discussions and data collection in each community on REDD+ benefit sharing and community feedback/complaints
- Liaising with appropriate local government agencies and NGOs for REDD+ implementation
- Support community outreach work in KSWS and local awareness-raising activities on REDD+, community development and livelihood improvements
- Identify existing and potential value-added agriculture and food products and non-timber forest products for livelihood improvement
- Lead team to develop monthly and annual work plan and writing reports
- Coordinate to collect information for REDD+ compliance
- Assisting the technical advisors to update a conceptual framework for REDD+ benefit sharing mechanism
- Represent WCS in meetings, workshops and trainings
- Assisting the Community Development and REDD+ Technical Advisors in day-to-day operations as needed

**Qualifications & Experience**

- Degree in Forestry, Environment, or Natural Resource Management (Master’s degree preferred)
- At least five years’ relevant employment experience with NGOs

- Experience with project management and coordination
- Ability to coordinate well with a broad range of stakeholders
- Excellent communication skills via written, spoken and graphical means
- Strong English speaking and writing skills
- Experience using applications such as Microsoft Word, Excel, and PowerPoint

**Preferred qualifications:**

- Experience on REDD+
- Experience working on community institutional strengthening
- Experience with participatory approaches to natural resource management