

ATTACHMENT 1 – TERMS OF REFERENCE

The Wildlife Conservation Society

WCS Cambodia Program

Position title	:	Community REDD+ Team Leader
Project name	:	Keo Seima Wildlife Sanctuary (KSWS)
Location	:	Based in Senmonorom Town, Mondolkiri Province
Report to	:	Community and REDD+ Manager, WCS-Cambodia

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BACKGROUND:

The Wildlife Conservation Society (WCS) Cambodia program was launched in 1999 and now works in three major landscapes – Southern Mondulkiri, the Northern Plains and, Cambodian Rivers, and the Tonle Sap. 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 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 Community REDD+ Team Leader will take a lead on the REDD+ benefit sharing implementation, livelihood improvement and community development work in KSWS.

ESSENTIAL FUNCTIONS

- Manage the implementation of community REDD+ benefit sharing fund in KSWS REDD+ villages to ensure effective community development such as livelihood improvement, clean water system, education, health, natural resources protection, etc;
- Lead a team to strengthen management capacity of community committees to implement community based conservation plans;
- Lead a team to facilitate community committee to develop “long-term plan on natural resources management; and strengthen the governance capacity to implement the plan.
- In consultation with ICT Technical Advisor, strengthen ICT communities to manage communal land use plans, internal rules, and legally defend their land against large-scale land grabs;
- In consultation with Livelihoods Technical Advisor, improve alternative livelihoods of communities in KSWS REDD+ village to contribute towards reducing deforestation and forest degradation;
- Coordinate with community patrol teams to ensure that communities are taking part actively in natural resource protection and management;
- Assist to identify, develop, operationalize and implement an effective mechanism to promote sanitation, health and education in KSWS REDD+ villages;
- Coordinate with the Communication Team to promote the understanding of local communities and the next generation on relevant natural resources management, significance of biodiversity conservation, sustainable natural resource management and community development, improving their positive behaviors and encouraging the communities trust;
- Coordinate with the Compliance Team to collect needed information for compliance database and communicate compliance results to communities in REDD+ villages;

- Lead team to facilitate grievance resolution at stage 1: collect information, assess situation and, whenever possible, directly resolved amicably. Draft the response letter with all reasonable grievances to be submitted to the villagers within 30 days.
- Produce annual reports of use of the community REDD+ benefit sharing fund; and provide progress update for specific reporting needs, as requested (for donor reports, researchers, etc.);
- Lead the team to facilitate participatory discussions and data collection and filing of all activities conducted, and ensure that the quality of reporting is reliable;
- Liaising with appropriate local government agencies and NGOs for community REDD+ benefit sharing fund implementation;
- Work with commune and district councils in KSWs to prevent damaging investments under CIPs and DIPs and incorporated community REDD+ benefit sharing annual;

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.

Qualifications & Experience

- Degree in development studies, natural resources management or environmental management related field (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:

- Knowledge of the REDD+ and Cambodian Forestry and Protected Area policies
- Experience working on community institutional strengthening
- Experience with participatory approaches to natural resource management