



JOB DESCRIPTION

Position:	REDD+ Community Outreach Specialist
Reports to:	Senior Communications and Multimedia Manager
Location:	This position is based in Sen Monorom, Mondulhiri Province (MDK)
Country Program/Sector:	GCP Asia – Mekong region/WCS Cambodia Program
Position Type:	Full-Time
Expected travel:	Periodic travel to work in other work locations, districts, and provinces as required.

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:

In Cambodia, WCS works with the Royal Government to conserve species and habitats across five landscapes, including ten protected areas. Together, these landscapes cover all major habitat types in the country and support vital populations of most of Cambodia's globally threatened species.

The Keo Seima Wildlife Sanctuary (KWS), part of the Eastern Plains landscape, is an active REDD+ project under the Verified Carbon Standard (VCS) and Climate, Community and Biodiversity (CCB) Standards. Validated in 2014, the project has since been successfully verified four times. It has generated significant resources for conservation and community development by preventing deforestation from agricultural expansion, land concessions, and illegal logging.

Implemented by WCS Cambodia in partnership with local NGOs and authorities, the Keo Seima REDD+ project supports Indigenous and local communities in 20 REDD+ villages in Mondulhiri Province. Community participation is essential to safeguarding the forest and wildlife within and beyond the project area. Their active engagement strengthens our conservation work, secures and upholds land rights, and helps preserve cultural identity while ensuring access to sustainable, inclusive community development.

Building on over a decade of collaboration and shared achievements, WCS Cambodia works to maintain trust and strong relationships with these communities. Through outreach, awareness-

raising, and education, we aim to inspire action for forest and wildlife protection while supporting better livelihoods.

Job Summary:

As our REDD+ Community Outreach Specialist, you will play a pivotal role in amplifying our communications capacity to better connect with and inspire Indigenous Peoples and local communities who are our most valued stakeholders. You will have the opportunity to contribute to the empowerment of Indigenous Bunong communities by engaging them in awareness-raising activities around issues that matter most to them.

Through your work, you'll directly communicate the positive impacts and benefits of the Keo Seima REDD+ project. You will strive to share information and build a robust, authentic dialogue with local communities that fosters trust and understanding. You will bridge our conservation work and the communities we support, helping unite us in our mission to protect Cambodia's most threatened forests. Through your voice, you will inspire a shared vision rooted in conservation cooperation and a deep appreciation for the richness of Cambodia's biodiversity.

Major Responsibilities:

- Develop and implement quarterly activity plans, in line with the REDD+ Community Communications Strategy, that focus on effectively engaging with local communities.
- Oversee the community messaging, ensuring the accuracy, relevance, and effectiveness of all communications, awareness raising, and outreach materials.
- Provide insightful inputs into producing offline materials to reach communities with limited internet access and language and literacy barriers. These materials may include brochures, posters, videos, and other materials to inform the communities on specific topics to be made accessible in community centers, schools, villages, community gatherings, etc.
- Identify and develop compelling stories that showcase the positive outcomes and achievements of the Keo Seima REDD+ project for in-house productions and local and international media.
- Gather community narratives and testimonials that capture personal experiences to inspire and motivate others.
- Stay updated on local policies and laws that may affect the community and raise awareness on how these changes may impact community members.
- Identify and build partnerships with relevant local partners for joint opportunities to conduct any environmental campaigns or initiatives, addressing emerging issues concerning the communities, while ensuring cohesive and consistent messaging.
- Build relationships with community leaders, local authorities, educators, and influencers who can amplify our messages.
- Oversee and manage partners' outreach activity plans, budgeting, materials, messaging, and implementation to ensure that REDD+ objectives are mainstreamed in the communities.
- Plan and execute educational workshops, training sessions, charity fairs, and other community events. You may also recruit, train, and manage volunteers for community projects and events.
- Work with the WCS Monitoring and Evaluation team to design surveys, interviews, and data analytics tools to evaluate the effectiveness of outreach activities and write reports to summarize the success of awareness campaigns, identify areas of improvement, and highlight key achievements.
- Conduct focus groups with communities to understand their perspectives, concerns, and ideas, and ensure our community outreach and communications activities are responsive and engaging.

- Regularly review and evaluate community outreach and communications strategies and initiatives to measure success, learn from feedback, and continuously improve our outreach and communications efforts.
- Work closely with the Communications Department and landscape team members to ensure alignment of efforts and maximize the impact of our outreach and communications activities.
- Work with relevant landscape teams to facilitate high-level visits from donors, press, embassy staff, and government officials to key community sites.
- Support with the translation of REDD+ related materials/documents and interpretation for international REDD+ stakeholders during their field visits to WCS-supported landscapes.

Minimum Requirements:

- A Bachelor's degree or equivalent in Communications, Journalism, Conservation Science, Community Development, or a related field is required.
- More than 5 years of experience in community outreach and awareness raising.
- Experience working in conservation or rural development in Cambodia, especially in Mondulkiri Province, is an asset.
- Proficiency in Microsoft Office (Word, Excel, and PowerPoint) is required; knowledge of Adobe Illustrator, InDesign, Photoshop, Figma, and Canva is an asset.
- Visual communication and design expertise is a plus.
- Experience in planning and conducting awareness-raising, outreach campaigns, and other public events is an asset.
- Written and oral fluency in Khmer and English is required. The ability to communicate in the Indigenous Bunong language is an advantage.
- Able to work autonomously after being briefed on tasks and goals.
- Able to work comfortably and effectively across diverse cultures and stakeholder groups with proven experience facilitating multi-stakeholder activities.
- Passionate about nature conservation with the ability to build strong and lasting connections with local communities, authorities, organizations, and youth groups.
- Willingness to travel to remote field sites for extended periods.
- Adhere to WCS mission, vision, goal, and values (Respect, Accountability and Transparency, Innovation, Diversity and Inclusion, Collaboration, Integrity).