

**Wildlife Conservation Society
WCS Cambodia Program**

Terms of reference

Project Name : Keo Seima Conservation Project
Position : Community Patrol Coordinator
Location : Keo Seima Wildlife Sanctuary and Sen Monorom, Mondulkiri
Reports to : WCS Law Enforcement Technical Advisor
Time period : 01 November 2019 – 31 August 2021

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WCS is assisting the Royal Government of Cambodia protect and manage Keo Seima Wildlife Sanctuary (KSWS) in Mondulkiri and Kratie Provinces. KSWS supports approximately 300,000 hectares of forest, which is home to nearly 100 globally threatened animal and plant species. KSWS also supports a large human population, many of which are Bunong minority, who live in 20 villages located in and adjacent to the protected area. At some of these villages, WCS has supported the community to obtain Indigenous Community Titles (ICT) or Community Protected Areas (CPAs), where they are responsible for protection and management of natural resources. These villages have requested that WCS and Provincial Department of Environment (PDoE) support them to re-initiate community patrol (CP) activities in their villages.

This TOR is developed for a Community Patrol Support Officer, to assist the ICT and CPA management committees and communities to manage and conduct community patrols. Initial piloting of these activities will be conducted in Srey Preah Community Protected Area, and then replicated to the other 20 villages.

Specific work:

1. Build capacity of community patrol teams in KSWS to use Cybertracker and SMART to develop patrol plans, conduct patrols and report results of patrol in CPA and ICT sites and other REDD+ villages in KSWS.
2. Work with WCS Law Enforcement Technical Advisor (LE TA) to coordinate CPA/REDD/ICT team leaders for supporting and planning support to community patrol work in KSWS including ensuring the Office Chief KSWS and PDoE are informed and support patrol activities. Assist to build working relationship with the community committees and law enforcement patrol teams and PDoE.
3. Support and assist CP team leader and village committees to make budget plans and write annual sub-contracts for each village to relevant authorities (namely commune council, Park Chief, PDoE director and WCS).
4. Cooperate with compliance monitoring teams and SMART officers to help the CP and committees understand compliance and use SMART for patrolling activities.
5. Work with Park Chief and WCS LE TA to train CP member on producing reports in the correct format for reporting to Park Chief and LE TA. Help the CP teams complete reports and forms. The Support Officer will provide training to complete forms and in the 2nd year it is expected that the committees will be able to complete the forms and reports themselves.

6. Coordinate with CPA and REDD+ team leaders to produce monthly workplan to CP to avoid overlap with other project activities. It is important to ensure that activities in the field are coordinated with other community teams to also avoid 'development fatigue' among target communities and committees.
7. Work with LE TA to develop the Community Patrolling Manual, and provide feedback to him so that the manual can be improved or additional requirements of the community is inserted in the manual. Support CP members to obtain correct signatures and to report to commune authorities, Park Chief and WCS
8. Ensure each CP conduct monthly meetings in each village and keep minutes of these meetings, help communities and CP to understand and support the patrol strategy and explain this to the community. Assist the CPs obtain support of the village and report patrolling activities to the community.
9. Communicate and report effectively to WCS LE TA on the situation in the ICT/CPA, current activities and other issues.
10. Build good relationships with all relevant stakeholders including local authorities and NGOs.
11. Produce monthly workplans, reports, budget requests and clear advance using proper formats and procedures.

Skills and Experience

The following skills and experience are considered essential for the position:

- Bachelor's Degree in any subject especially have experience on LE/CP with other NGO
- Extensive experience in Community-based Natural Resource Management (CF, CFi or CPA) activities
- Experience in building capacity of community to manage resources
- Experience helping committees write reports/ contracts and clear expenses.

The following skills and experience are considered beneficial for the position:

- Able to read and write field reports and clear advance in English and Khmer.
- Ability to speak in Phlong language???
- An understanding of Cambodian law
- Knowledge and experience on CPA and supporting communities on CPA management.
- Conservation experience.

Schedule and Compensation

The position is based in the KSWs Headquarters and Mondulakiri Province, with occasional visits to Phnom Penh (4-5 hours away). The candidate will be required to travel in the KSWs by car, motorbike and on foot. Candidates should be available to start as soon as possible. The contract length is 12 months, with potential for extension. Salary commensurate with qualifications and experience.