

## ATTACHMENT 1 – TERMS OF REFERENCE

### The Wildlife Conservation Society

#### WCS Cambodia Program

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Name :  
Position : Community Engagement Facilitator  
Project Name : Keo Seima Wildlife Sanctuary (KSWS)  
Duty Station : Sen Monorom, Mondulkiri Province  
Report to : Community REDD+ Team Leader

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#### **Introduction:**

The Wildlife Conservation Society (WCS) Cambodia program was launched in 1999 and now works in four major landscapes – Eastern Plains, Northern Plains, 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 four 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, livelihood improvement and secure land and natural resources management rights. WCS engage closely with community to strengthen their capacity and promote ownership in land and natural resource management. The community REDD+ team will be responsible to support and facilitate the implementation of REDD+ benefit sharing fund, such as livelihood improvement and community development work in KSWS.

WCS Cambodia is looking for 3 qualified candidates to fill the position of community engagement facilitator to be based at Sen Monorom, Mondulkiri province, in the Eastern Plains. This position requires an individual who is able to travel to remote areas for up to 2 weeks at a time, with Mondulkiri as home base. The work will take place in Keo Seima Wildlife Sanctuary (KSWS).

#### **Duties and Responsibilities:**

- Strengthen the management capacity of community-based institutions e.g. ICT committee, CPA committee, to implement community-based conservation plans;
- Assist REDD+ target communities to manage the Community REDD+ Benefit Sharing fund effectively and efficiency, ensuring transparency with common consent by members/indigenous communities;
- Assist ICT the community to manage communal land through development and application of land use plans and internal rules;
- Assist community committees to develop and implement monthly, and annual community operational plans for REDD+ benefit sharing, and ensure gender equality throughout the process;
- Provide technical support, facilitation, follow-up, and monitoring to community management committees and members on field activities;

- Support community outreach work 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 building trust with the communities;
- Assist community committees to implement alternative livelihoods and community development projects, which contribute to reducing deforestation and forest degradation;
- Facilitate participatory discussions and data collection and filing of all activities conducted, and ensure that the quality of reporting is reliable;
- Maintain good cooperation with local authorities, commune councils, technical departments and relevant units of KSWs;
- Assist indigenous communities to monitor land use and illegal land grabbing;
- Assist the management committees to organize and keep relevant documents;
- Organize and scan all relevant agreement, bylaws, meeting minutes and share all relevant photos of field activities to upload into KSWs database;
- 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.

### **Requirements**

- Bachelor's degree in rural development, agriculture, environmental science, natural resource management or related field.
- At least two years' experience in community development, natural resource management with a non-profit organization.
- Strong facilitation, presentation, coordination skills, a good understanding resource management in the rural context.
- Excellent interpersonal communication skills, ability to work independently as part of a team.
- Good speaking, reading, and writing skills in English.
- Bunong language is a plus.
- Good analytical/problem solving critical thinking skills.
- Good Computer (MS Words, Excel and PowerPoint).