

TERMS OF REFERENCE



Position:	Conservation Monitoring Manager (Objective 1 LEAD) (USAID Morodok Baitang Project)
Division:	Wildlife Conservation Society- Cambodia Program (WCS-CP)
Reports to:	USAID MB Conservation and Governance Director

The Wildlife Conservation Society (WCS) is a world leader in on-the-ground wildlife conservation. Founded in 1895 as the New York Zoological Society, WCS is an international organization dedicated to conserving and protecting the Earth's wildlife and ecosystems. WCS has been working in partnership with the Royal Government of Cambodia since 1999, providing technical advice and support for the conservation of key habitats and species across the country.

The Conservation Monitoring Manager (Objective 1 Lead) oversees the implementation of site-based biodiversity conservation, planning, and monitoring activities under Objective 1 of USAID Morodok Baitang (USAID MB) Project and leads the engagement of partners, grantees, communities, and other stakeholders in site-based conservation interventions. Working under the direction of the USAID MB Conservation and Governance Director (CGD) and in coordination with other Technical Managers and site-based field staff, the Conservation Monitoring Manager leads the development and implementation of Morodok Baitang's biodiversity conservation activities that complement the development of climate-smart, wildlife-friendly and socially equitable value chains.

Background

USAID MB Objective 1: To improve biophysical conditions of target areas by partnering with natural resource-dependent communities, private sector actors, and other development partners to enhance biodiversity conservation and low emissions development (LED)

Under Objective 1, this project will implement activities that strengthen partnerships between the private sector, communities, and development partners and build the capacity of communities to participate in and manage natural resource value chains, counter the drivers of deforestation and landscape USAID | Cambodia Morodok Baitang (RFP No. 72044221R00006). These interventions will result in measurable positive changes in biodiversity conservation, ecosystem health, and/or carbon sequestration and will provide learning opportunities to inform similar approaches throughout Cambodia.

The Conservation Monitoring Manager (Objective 1 Lead) is a long-term position and is based out of Phnom Penh, Cambodia.

RESPONSIBILITIES:

Specific responsibilities include the following:

- Leads and provides technical assistance to team members to design and implement activities that stem from Objective 1.
- Provides oversight and guidance to the development and implementation of biodiversity conservation activities (Objective 1).
- Provides oversight for the development of biomonitoring protocols related to REDD+ and wildlife-friendly compliance requirements related to value chains;
- Promotes coordination between conservation and private sector partners related to biodiversity monitoring protocols related; and
- Provides technical oversight to UMB grantees in project landscapes.
- Works closely with USAID MB Chief of Party (COP) and the USAID MB Conservation and Governance Director (CGD) to ensure that USAID is kept regularly up to date on project activities and achievements, particularly providing regular summaries of any special project highlights.
- Produces quality technical deliverables and ensure that reasonable deadlines are set and met.
- Directly oversees the activities of the Conservation Monitoring Specialist.
- Works with the Environmental Compliance Specialist to screen against Morodok Baitang’s Environmental Mitigation and Monitoring Plan (EMMP).
- Works with MEL Manager to ensure that all data collection tools—for performance monitoring as well as any special studies or surveys—follow a clear standard operating procedure and meet ethical standards.
- Conducts on-site monitoring of program activities collecting both qualitative and quantitative data.
- Assists in providing concise, summarized reporting against indicators for quarterly and annual progress reports.
- Supports the USAID COP and CGD in the preparation of annual, quarterly and monthly work plans/reports.
- Manages Morodok Baitang resources responsibly and adhere to all project policies.
- Professionally represent WCS and Morodok Baitang whilst managing collaborations with key partners.

MINIMUM QUALIFICATIONS:

- Advanced degree in a relevant field. Disciplines considered relevant include environmental management, biodiversity conservation, climate change, political ecology, and others as applicable.

- At least ten years of providing technical and management leadership to the design, evaluation, and implementation of biodiversity conservation and NRM programs; biodiversity monitoring, applied research, policy coordination, and development. Experience related to institutional capacity building, private sector engagement, and alternative livelihoods preferred.
- Demonstrated experience in project management, staff coordination, mentorship, and capacity building required. Candidates with experience implementing gender-sensitive and inclusive approaches to training and capacity building preferred.
- Candidates with experience managing private sector partnerships, sub-contractors/sub-grantees in either environmental or agricultural sectors preferred.
- Strong communication and interpersonal skills and demonstrated ability to interact with a wide range of stakeholders.
- Strong English language skills required.

Please note that the above TOR constitutes only the main responsibilities and duties of this position. As WCS-CP is a flexible organization, staff members are expected to undertake any other tasks that are allocated to them but which are not part of their regular TOR.