



**CONSULTANCY TERMS OF REFERENCE
THE WILDLIFE CONSERVATION SOCIETY
WCS CAMBODIA PROGRAM**

Position : Consultant to Develop a 5-Year (2025-2030) Strategy for WCS Cambodia Program
Reports to : Country Director
Position Type : Consultant
Internal liaison : Director of Policy and Program Development, Landscape Technical Managers/Advisers
Expected travel : Travel to 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.

WCS assists the Royal Government of Cambodia to conserve species and habitats in four landscapes across Cambodia, namely, the Eastern Plains (Keo Seima Wildlife Sanctuary), the Northern Plains (Kulen Promtep WS, Preah Roka WS, Chhep WS and Phnom Tbeng Natural Heritage Park), the Tonle Sap, and the Freshwater Rivers. Taken together these landscapes support all of the major habitat types in Cambodia, as well as vital population of most of Cambodia globally threatened species. These protected areas are also extensively used by human populations that reside in and adjacent to the protected areas. WCS has been working in partnership with the Royal Government of Cambodia since 1999, to deliver the best possible conservation outcomes. To ensure that our implementation is consistent with our ambition, WCS Cambodia is conducting a strategic review of its conservation projects for development of program strategy in the next 5 years (2025-2030) to identify the priority conservation issues and effectively address them.

SERVICE DELIVERABLE AREAS:

The consultant will facilitate a directional analysis of WCS Cambodia program, achievement, opportunities and challenges which include the theories of change and examine on how they serve to deliver WCS's goals and missions. To achieve this, the consultant is required to work with landscape managers/advisers to collect inputs, recommendations, and feedback for developing a program strategy (2025-203), ensuring that the program effectively addresses the threats faced by the habitats and species at the sites. In addition, the consultant will meet with key stakeholders for collecting inputs.

Main deliverables required from the consultant would include to:

- Develop a program strategy which include the goals, mission, objectives, theories of change, key strategic intervention, outcomes and logframe both in English and Khmer
- Lead landscape level strategic consultations with management team to produce SWOT analysis, theories of change and design key strategies.

- Review relevant project documents, including but not limited to global strategy, regional strategy, annual reports, monthly reports, SMART reports.
- Review relevant government strategic plans including Pentagonal Strategy and the Ministry of Environment's Circular Strategy, National REDD+ Strategy and ensure that the strategy is align with those strategies.
- Review the project organizational structure and staffing, conceptual model, and annual workplan.
- Conduct interviews with key project staff, including the Project Managers, Technical Advisors, Team Leaders, and Project Officers
- Meeting with key government institutions for identifying key strategies and interventions.

REQUIREMENTS:

Consultant should meet the following requirements:

- At least a master's degree in a relevant field in the area of strategy development and planning.
- At least five years' professional experience in natural resources strategic planning, management, and program development.
- Strong experience of independently managing tasks.
- Demonstrate a commitment to rights-based approaches to conservation.
- Knowledge and analytical skills related to natural resources management, environment, and conservation.
- Excellent oral and written communication skills in Khmer and English.

PROPOSED SCHEDULE:

The consultant is expected to undertake between June-August 2024 with maximum of 45 days.

Interested consultant who meet the above qualifications should apply by emailing concept note and CV (by combining into single PDF file) together with consultancy rate requirements and the names and contact information of three references to cambodiahr@wcs.org.

About WCS contact address:

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