



## **JOB DESCRIPTION**

**Position** : Forest Restoration Consultant – Short Term  
**Reporting to** : Team leader  
**Duration of contract** : 10 working days between March 2025 and April 2025  
**Location** : WCS Field Station, Keo Seima Wildlife Sanctuary  
**Timing** : WCS Working Schedule

### **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.

Since 2016 WCS has supported the Keo Seima REDD<sup>+</sup> project, a program that seeks to reduce deforestation and forest degradation emissions in order to reduce CO<sub>2</sub> emissions, with the carbon savings being credited as financially tradeable carbon credits. Under REDD<sup>+</sup>, governments and communities receive performance-based payments to maintain rather than reduce forest cover. In addition, the expanded scope of REDD<sup>+</sup> includes moves to sequester additional CO<sub>2</sub> by restoring forest landscapes and promoting sustainable forest management. The work of the forest restoration consultant will support the latter aspect of the REDD<sup>+</sup> program.

**Scope of Work:** The Forest Restoration Training Consultant will be responsible for (1) the development of Training of Trainers course related to forest restoration, with specific relevance to the Keo Seima Wildlife Sanctuary field-setting, (2) the delivery of a forest restoration training course, in the field, to the project clients, (3) and follow-up activities, including a summary report and the collation and sharing of forest restoration digital materials with the WCS team.

## **Deliverables:**

- 1. Work with the project leader to organize resources and logistics for a training course in Keo Seima Wildlife Sanctuary, including the completion of job description and budget documents as requested by the team leader (0.5-day)**
  - Identify resources required for the training course.
  - Itemize these and transfer, in a list, with suitable details for identification and purchase, to the Keo Seima team leader
- 2. Develop fit-for-purpose training materials for the delivery of a forest restoration training course for field staff of the Keo Seima Wildlife Sanctuary (2-day)**
  - Develop PowerPoints and related training materials for presentation and use at the training
  - Ensure that all training tools are relevant to the location and field-setting and fit the level of training participants.
  - Include a mixture of workshops and practical activities.
- 3. One-day site assessment of potential restoration sites, evaluating the drivers of deforestation and identifying suitability field training sites (1-day)**
  - Complete field visits to prominent degraded forest sites in order to understand the restoration challenges and opportunities and select a site for field training (see 5.).
- 4. Delivery forest restoration training module to staff of the Keo Seima Wildlife Sanctuary, including (1-day):**
  - **a.** theory and importance of forest restoration; **b.** Grading levels of forest degradation; **c.** forest restoration methods, **d.** plant selection and seed propagation; **e.** other restoration concepts (e.g., reference forests), and **f.** phenology
- 5. Delivery of a rapid forest restoration assessment field-based training module (1.5-day)**
  - Develop and advise the team to test an integrated package of Climate Smart practices, and to assess profitability for farmers/end users
  - Document business models around the package of practices for end users and relevant stakeholders
  - Identify options for nursery development and reference forest selection.
- 6. Course summary workshop with participants (0.5-day).**
  - Conduct ‘end of training’ workshop with participants to identify gaps and uncertainties and seek to address these during the event.
  - Collect information for incorporation into post-workshop report (see 7.)
- 7. Post-workshop report summarizing recommendations for forest restoration, based on observations, training experience and ‘end of training’ workshop (2.5-day)**
  - Draft report based on observations from the workshop and field training exercises and additional field observations.
  - Integrate with ‘best practice’ experience and concepts from other projects and relevant research studies.

**8. Prepare share file of resources, including workshop materials, key research and practical forest restoration guides (1-day)**

- Collect and organize materials into a digital folder, using sub-folders to categorize materials to improve efficiency of use.
- Transfer the folder to a platform as determined by the WCS team.

**Timeframe of the deliverables**

- Deliverables **1 to 3** are expected to be completed prior to the workshop beginning on the 11<sup>th</sup> of March 2025. Deliverables **4 to 6** will be completed between March 11<sup>th</sup> and 15<sup>th</sup>. Deliverables **7 to 8** will be completed by 30<sup>th</sup> April 2025. **10** working days, plus **2** travel days, for a total of **12** days between March and April 2025.

**Minimum qualifications and experience:**

The individual consultant is expected to meet the minimum qualifications and experience as described below.

1. A post-graduate degree in natural resource management or environment management.
2. Minimum of 10 years' work experience with programs to enhance natural systems, with at least 5 years of field experience in Cambodia.
3. Experience and training in tropical forest restoration methodologies, including but not limited to assisted natural regeneration, enrichment plantings and maximum density methods.
4. Experiences with delivering training and courses in tropical forest restoration.
5. Experience in developing high quality training materials and training curriculum on tropical forest restoration, with an emphasis on resources targeting field level staff and activities.