

## ATTACHMENT 1 – TERMS OF REFERENCE

### The Wildlife Conservation Society

#### WCS Cambodia Program

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Staff name :  
Position title : **Indigenous Community Title Team Leader**  
Project name : KSWWS  
Location : Mondulkiri  
Direct report to : Community and REDD+ Manager

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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. In the Eastern Plains, WCS has a long-term partnership with the Ministry of Environment with the aim of implementing an ambitious program of protected area management, with a focus on sustainable financing for conservation, including REDD+ (Reduced Emissions from Deforestation and forest Degradation) in Keo Seima Wildlife Sanctuary. WCS hopes to secure the long-term integrity of the forests of this landscape, its wildlife, and the livelihoods of its indigenous communities. WCS are supporting several indigenous communities to complete the process needed to acquire Indigenous Community Titles (ICT), including registering as Indigenous Communities and mapping of community lands. As well as the legal process of obtaining Indigenous Land Titles and/or CPA agreements, there is also the social process that occurs alongside, this being the way in which the communities adapt, respond and manage this new situation. There is a need to work closely with the communities to address these issues and support communities to discuss and decide how the law and legal instruments should be implemented within their communities.

#### Main tasks for this position:

- Lead the ICT team to conduct participatory land use planning in indigenous communities in KSWWS;
- Lead the ICT team to register all remaining indigenous communal land titles in KSWWS;
- Lead the ICT team to fulfil the legal requirement of the indigenous community land titling process;
- Lead the ICT team to facilitate ICT communities to develop procedures for managing land titles;
- Coordinate with the WCS Community Team to empower ICT communities to know their rights under commune land title framework and provide regular training in internal rules and relevant policies;
- Coordinate with the WCS community team to ensure that communities are aware of the ICT boundary and KSWWS management zones;
- Coordinate with PDoE, PDoLMUPCC and local authorities to place ICT boundary poles;
- Strengthen ICT communities to work with local authorities and relevant government institutions to implement land use plans, internal rules, and legally defend their land against large-scale land grabs and be a witness at court proceedings when necessary.
- Collate and file all relevant indigenous community land title documents of indigenous communities in KSWWS in hard copy and store in KSWWS database;
- Facilitate ICT networking within KSWWS;

- Engage and strengthen collaborations with other NGOs working on ICT in KSWs and Mondulkiri province.
- 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.

**Main qualifications**

- Degree in Forestry/Environment/ Land/Natural Resource Management, rural or agriculture development (Master's degree preferred)
- At least five years' relevant employment experience with NGOs, sub-national authorities, particularly supporting ICT and participatory land use planning
- Has knowledge or familiar on the traditional and culture of indigenous peoples
- Ability to coordinate well with a broad range of stakeholders
- Strong English speaking and writing skills
- Experience using applications such as Microsoft Word, Excel, and PowerPoint
- Deep interest and commitment in working with indigenous peoples and promoting biodiversity conservation, community REDD+ benefit sharing and land governance in protected area.