

**Wildlife Conservation Society (WCS)  
Cambodia Program**

**JOB DESCRIPTION**

Name :  
Position : Team Leader (MoWRAM CS-04)  
Project : Sustainable Rice Cultivation in Stung Chinit South  
Duty station : Phnom Penh  
Report to : The Team Leader will report to the ADB CS-04 Project Director from MOWRAM and WCS Senior Technical Advisor

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**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.

**PURPOSE OF POSITION:** The Team Leader will ensure the overall success of the Sustainable Rice Cultivation in Stung Chinit South consultancy contract issued by the Ministry of Water Resources and Meteorology (MOWRAM) Package No. CS-04 by leading development of the strategy and work plans, and managing and coordinating inputs and outputs from all key experts and other staff.

**DUTIES AND RESPONSIBILITIES:**

Tasks and Activities by Output:

Output 1: An updated team work plan which updates deliverables and their schedules for Phase 1 – Scoping and Planning. The Team Leader shall lead the consultant team to prepare a rapid initial work plan. This will be completed within 2 weeks after mobilization, and highlight and justify any changes to deliverables and timelines outlined in this terms of reference.

Output 2: A strategy for sustainable rice cultivation, covering the IBBA and the subproject command area inclusive. This will be delivered 3 months after mobilization, or as determined by the approved work plan in Output 1. The strategy will include, among others: (i) training and support to local communities to implement sustainable rice cultivation, other community agricultural interventions, and conservation and protection of endangered birds; (ii) facilitation of access to international buyers of SRP rice; (iii) support to monitoring of unauthorized pumping of water or extension of canals from the command area into the IBBA; (iv) participation in development of a water management plan for the wider Tonle Sap Basin; (v) opportunities for communities to benefit from other sustainable activities, such as floating rice cultivation and cattle

grazing, to avoid restriction of livelihoods through constraints on land conversion and agricultural intensification; (vi) monitoring of assignment activities, outcomes in terms of SRP scores, farm productivity and profitability, water use, agricultural inputs, grassland maintenance and bird populations to determine the strategy's success; and (vii) seeking ongoing long-term financing to sustain this environmental mitigation for the duration of the project's potential impacts.

Output 3: A work plan for sustainable rice cultivation under Phase 2 of this assignment. This will be delivered no more than 3 months after the strategy in Output 2 is prepared. The work plan will include activities, locations, timelines, expected outputs, persons responsible, and budget. The budget will clearly present the cost to implement each activity. The work plan should include a list of targets and indicators for monitoring the implementation and success of this assignment, including indicators related to sustainable rice cultivation, grassland extent, and the three threatened bird species.

Output 4: At least quarterly meetings with the Project Director to update progress. Such meetings may be in-person or virtual, but should be in-person at least twice per year.

Output 5: Quarterly progress reports to be prepared as an appendix to the project's overall progress reports. The reports should include both assignment activity progress updates and assignment outcomes, so will require inputs from experts in sustainable rice, biodiversity, community extension and livelihood development, and monitoring staff, among others.

Output 6: Deliverables during the implementation of the assignment work plan, as formulated during Phase 1 and designated as the responsibility of the Team Leader.

Output 7: Draft Final and Final Reports. A draft final report will be produced by 30 November 2024 providing detail on all activities and deliverables of this assignment. After incorporating comments from MOWRAM, a final report will be produced by 30 December 2024.

**QUALIFICATIONS AND EXPERIENCE:**

The candidate preferably has an undergraduate degree in agriculture, ecology or conservation, and preferably with 5 years' work experience directly in the type of outputs specified below. A post-graduate degree or specialist qualification in sustainable agriculture or community-focused conservation is an advantage. Preferred candidates will have direct experience leading social or environmental programs, especially involving sustainable agriculture and biodiversity. The candidate will be fluent in the English language. The candidate will be a permanent staff member of Wildlife Conservation Society (WCS) Cambodia Program.

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.