

WILDLIFE CONSERVATION SOCIETY (WCS)

CAMBODIA PROGRAM

TERMS OF REFERENCE

Position	Tonle Sap Fisheries Coordinator
Landscape	Tonle Sap Landscape
Direct reports	Landscape Manager
Work locations	Prek Toal Fish Conservation Sanctuary (former fishing lots #2 and #4), Battambang province

BACKGROUND

The Tonle Sap Landscape consists of a number of sites that taken together represent all the major habitats in the Tonle Sap lake and floodplain. These sites support some of Cambodia's most threatened bird species, as well as other species of conservation concern. They are also vital habitats for fish, which provide food to local people who also depend on rice. In the Tonle Sap Landscape the Wildlife Conservation Society (WCS) works in partnership with the Department of Freshwater Wetlands Conservation in the Ministry of Environment, Kampong Thom provincial government, NGO partners and local communities to implement biodiversity monitoring, community conservation and law enforcement activities at three main sites across the landscape.

In the Northern Tonle Sap Protected Landscape (NTSPL) WCS aims to conserve the Bengal Florican in a network of protected floodplain and non-breeding season sites. WCS also collaborates with local NGO Sanson Mlup Prey (SMP) to help farmers grow rice according to Sustainable Rice Platform guidelines, in a way that is beneficial to Bengal Florican outside of protected areas. This work is being expanded to Bakan in Pursat Province. At Ang Trapeang Thmor Protected Landscape (ATTPL), WCS aims to protect an important non-breeding season concentration of Sarus Cranes, Eld's Deer and a large number of waterbirds in the freshwater wetland. WCS also works at the waterbird colony in the flooded forest at Prek Toal Core Area.

Fisheries issues are an important aspect of all of these sites, either because they directly impact species and habitats, or because of their socio-economic importance to the communities that live there. In recognition of this, WCS requires a Tonle Sap Fisheries Coordinator to lead on fisheries conservation and Community Fisheries issues at these sites, with a primary focus on Prek Toal (and associated flooded forest), through working closely with the KfW Wetlands Project NPMU and PPIO of the Fishery Administration, MAFF, and local communities to provide field-

based technical support to all aspects of project implementation in Prek Toal Fishery Conservation Sanctuary and adjacent Community Fisheries under direct support from the Landscape Manager.

KEY RESPONSIBILITIES

- Through working closely with Fishery Administration, provincial government, sub-national fisheries authorities, fishers, and local NGOs, develop sustainable fisheries management practice in the Tonle Sap Landscape.
- Through working with the KfW Wetlands Project National Project Management Unit (NPMU) and Provincial Project Implementation Unit (PPIO), develop an ecosystem approach to fisheries management or right-based fisheries management in Prek Toal Fish Conservation Zone, former fishing lots #2 and #4.
- Take a science-based approach to fisheries management in the development of policy and operational guidelines for Community Fisheries and Fish Sanctuaries.
- Assist and train local staff and local Community Fisheries management committees.
- Prepare annual and monthly work plans in accordance with project documents, prepare annual and monthly reports, and where needed, contribute to working papers and technical reports.
- Assist on socio-economic and fisheries monitoring and mapping.
- Train and support local fishery officers and target local community to apply fish catch monitoring method.
- Support FiA in developing an action plan for Prek Toal Fishery Conservation Area, including Flooded Forest Fire Prevention.
- Assist FiA in designing and implementing reforestation of flooded forest within Fishery Conservation Areas
- Support fishery patrol teams and Community Fisheries committees to conduct SMART Mobile patrol in the project area.
- Help to develop and train community members on alternative livelihoods.
- Organize and participate in field missions and other events in support of the delivery of projects in the Tonle Sap Landscape, including for consultation, training, capacity building and technical assistance to project beneficiaries.
- Contribute to relevant studies, publications and analyses, knowledge products and dissemination materials related to project areas of work, including guidelines, capacity building and training material.
- Any other duty related to project outputs and assignments as requested by your manager.

REQUIREMENTS

- Bachelors or Masters degree in fisheries/marine/coastal/environmental management or similar relevant areas
- Minimum 3 to 5-years of experience working with fisheries conservation and management and/or Community Fisheries in Cambodia
- Strong analytical and interpretative problem solving skills
- Able to multi task, establish priorities and meet deadlines
- Able to work with minimum supervision
- Good oral and written communication skills in Khmer, English skills preferable but not essential
- Concern for wildlife conservation and environmental issues
- Willing to travel by boat under difficult field conditions
- Willingness to obtain new skills and share knowledge
- Experience of working with government line agency staff in an advisory and or training role.
- Willingness to spend considerable time in remote locations
- Local knowledge on Tonle Sap Ecosystem and fishery

- Will need to work independently and as part of a team, collaborating closely with WCS staff members, partner organizations, consultants, and stakeholders
- Willingness to travel and may have to work relatively long days with irregular hours and days during travel and field work
- At all times have a considerate, generous and helpful approach with all team members

Outputs

- 1) Month progress reports in Khmer
- 2) Annual project technical report in Khmer with English summary
- 3) Fisher catch monitoring report and fisher training materials
- 4) Survey Reports

WCS line management reporting: Landscape Manager