



GEF TRUST FUND

“Strengthening National Biodiversity and Forest Carbon Stock Conservation through Landscape-based Collaborative Management of Cambodia’s Protected Area System as Demonstrated in the Eastern Plains Landscape (CAMPAS Project)”

JOB DESCRIPTION

I. Position Information

Job Title:	Consultancy for carrying out the assessment of organizational biodiversity management capacity needs
Report to:	Project Manager
Contract Type:	Individual Contractor
Duration:	58 days
Starting Date:	As soon as possible

II. Background

CAMPAS, short for ‘Strengthening National Biodiversity and Forest Carbon Stock Conservation through Landscape-based Collaborative Management of Cambodia’s Protected Area System as Demonstrated in the Eastern Plains Landscape’, is a project funded by GEF Trust Fund. As its title suggests, the project holds the interconnected aim to improve the sustainability of Cambodia’s national system of protected areas, with the complementary objectives to mainstream biodiversity into production forests and promoting conservation of carbon stocks.

The project is delineated into two main components:

Component 1: Strengthened national vision and support for landscape-based protected area, and forest management

Component 2: Integrated landscape management to safeguard forests, biodiversity, and carbon stocks in the Eastern Plains Landscape

The project design comprises two major outcomes, one at the national level and a supportive outcome at the demonstration site level. At the national level, CAMPAS comprises three specific outputs, all oriented to strengthen unity and support for landscape-based protected area and forest management that explicitly addresses national system level issues through measures that include establishing the enabling environment at national level, through communications and awareness, strengthening protected area governance involving inter-agency cooperation, and demonstrating sustainable financing options. At the demonstration site level, the CAMPAS’s four outputs will deliver a sub-regional planning approach for the Eastern Plains Landscape that integrates protected areas and biodiversity conservation into sustainable development – with specific focus on forested landscape connectivity. At this level, it also focuses on integrating forest conservation with sub-regional economic development planning, trying to resolve issues presented by economic land concessions that often ignore and impact upon protected areas, and harnessing integration opportunities with other landscape-level initiatives like those of the Asian Development Bank Biodiversity Conservation Corridors and United Nations Environmental Program Adaptation Fund projects.

Cambodia has prepared the 6th National Report in compliance with Article 26 of the Convention on

Biological Diversity (CBD). This report presents an assessment of progress toward Cambodia's national biodiversity targets adopted as part of the revised National Biodiversity Strategy and Action Plan (NBSAP) and Aichi Biodiversity Targets. Overall, Cambodia made significant progress on all the targets and exceeded expectations in establishing new protected areas, terrestrial as well as marine, and corridors to ensure that the protected area system is well connected. Three general directorates were identified as playing important roles in protected areas and biodiversity management, namely (1) General Secretariat of the National Council for Sustainable Development (GSSD), (2) General Directorate of Administration for Nature Conservation and Protection (GDANCP), and (3) General Directorate of Local Community (GDLC).

III. Functions/Key Results Expected

The consultant will work closely with DBD-CAMPAS's Project team and CAMPAS-PMU to fulfill the project output: *1.1 Delivery of national biodiversity and protected area system strategic goals more coherent, successful, and with better inter-sectoral governance.*

Tasks and responsibilities of consultant include but are not limited to:

- Reviewing current biodiversity and protected areas-related legislations and standards in Cambodia and identifying the strengths and gaps where capacity enhancement is required;
- Carrying out an assessment of capacity development needs for GSSD, GDANCP and GDLC and country-level priorities for the management of protected areas at the national/institutional level;
- Providing a summary report of pros/cons of the various options for institutional structures and recommendations of areas to be improved in the regulation and implementation of biodiversity protection and management measures in PA system in the Eastern Plains (pilot site);
- Validating findings and developing a capacity development strategy with an action plan, including targeted results to monitor progress; and
- Based on the findings, developing a specific training module and proposing training to the relevant partners in the Eastern Plains.

IV. Expected Outputs/Deliverables

No.	Deliverables/Outputs Based on above tasks and responsibilities	Timeframe
1	• Completion of desk review with inception report, including methodology, approach and action plans to carry out capacity needs assessment and capacity development plans	Week 2 of December 2019
2	• Capacity need assessment report	Week 4 of January 2019
3	• Capacity development strategy and action plan	Week 2 of February 2019
4	• Matrix and detailed criteria for undertaking a long-term assessment of improvement	Week 3 of February 2019
5	• A specific training module with delivering ToR for key project staff and immediate stakeholders	Week 3 of March 2019
6	• Proposal of capacity building plans/schedules	

V. Payment Milestones

1	• Upon satisfactory completion of Deliverables 1	30%
2	• Upon satisfactory completion of Deliverables 2 &3	40%
3	• Upon satisfactory completion of Deliverables 4 &5	30%

VI. Recruitment Qualifications

Education:	• At minimum, a master degree in biodiversity conservation, natural resources management, environmental policy or a
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	related field.
Experience:	<ul style="list-style-type: none"> • At least, 7 years of experience with protected areas resources management, including both scientific and community-based participatory approaches to management/conservation and developing/implementing short-term and long-term PA monitoring programs; • Experience in conducting stakeholders' engagement at the community and national level where government ministries, NGOs, community-based organizations (CBOs) and non-affiliated community members contribute to decision-making; • Experience in developing reports on instructional structures and capacity needs assessments for Protected Areas management; and • Strong drafting and writing skills.
Competencies:	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills; • Strong analytical skills and exceptional ability in communication and networking, negotiations and writing; and • Flexibility and ability to operate in different cultural settings and with a variety of stakeholders.
Language requirements:	<ul style="list-style-type: none"> • Very good command of Khmer and English (spoken and written)

Interested individuals should submit CV and Cover Letter no later than 29 November 2019 to the Department of Biodiversity, Ministry of Environment: Morodok Techo Building (Lot 503), Tonle Bassac, Chamkarmon, Phnom Penh, Cambodia.

For more information, please:

Visit us at: www.chm.gdancp-moe.org, <https://ncsd.moe.gov.kh/tenders-jobs> or

Contact Department of Biodiversity, General Secretariat of National Council for Sustainable Development, Ministry of Environment.

Tel.: (855-17) 877 377

E-mail: sopheachhin.moe@gmail.com

Only short-listed candidates will be contacted for interview.