



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. Assignment Information

Assignment Title:	Law Enforcement Monitoring (LEM) & M&E Specialist
Project:	CAMPAS
Post Level:	Specialist (National Consultant)
Contract Type:	Individual Contractor (IC)
Duty Station:	Home-based or be based in DBD/GSSD
Expected Place of Travel:	Phnom Penh and Target Areas
Contract Duration:	(25 Days) Within 3.5 months from 2 nd week of January till the end of April 2020

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.

The total project budget is **4,718,182 USD for the period of 60 months**. The project will be executed by the **Ministry of Environment** and implemented by United Nations Environment (UN Environment) in close cooperation with other NGOs partners and stakeholders.

III. Scope of Work

Under the overall guidance and supervision of the National Project Director, the selected National Consultant will work closely with Project Coordinator, CAMPAS project partners and relevant institutions/stakeholders to complete the assignments. Tasks and responsibilities of consultant include but are not limited to:

Main Duties and Responsibilities

- Review the framework of performance indicators and targets for annual monitoring and evaluation of the CAMPAS project;
- Provide support in the alignment of existing planning and budgetary indicators and targets to ensure that they are appropriately presented and adequately linked to the achievement of project objective;
- Identify data provision and gaps to adequately set strategic indicators and targets and to offer recommendations to address any challenges;
- Review the proposed system for performance monitoring to determine its fit as a central reporting and review system;
- Monitor and evaluate the performance of the law enforcement teams at CAMPAS's target areas;
- Introduce the findings and recommendations to PMU and CAMPAS partners for improvement;
- Draft and finalize the review of monitoring and evaluation framework and submit to PMU and Project Director
- Be able and willingness to travel as needed;
- Perform other tasks as requested by the Project Director and the National Project Coordinator as appropriate.

IV. Expected Outputs and Deliverables

No.	Deliverables/Outputs	Target Due Dates	Review and Approval Required
1	Deliverable 1: Submit to CAMPAS PMU as follow: Methodology and work plan	1 st week of assignment	Reviewed by Project Coordinator and approved by Project Director
2	Deliverable 2: Submit to CAMPAS PMU as follows: First draft of the review monitoring and evaluation framework	10 th week of assignment	
3	Deliverable 3: Submit to CAMPAS PMU as follows: Final draft of the review monitoring and evaluation framework report including gaps identification analysis and recommendations	16 th week of assignment	

V. Institutional Arrangement

The consultant will be performed under the supervision of the Project Director. The consultant will liaise on a day-to-day issue with the CAMPAS PMU. S/he will also work closely with the relevant institutions, CAMPAS project partners to ensure full cooperation and collaboration from all stakeholders.

VI. Duration of the Work

The assignment is expected to be performed within 3.5 months period between starting from 2nd week of January to 30th April 2020. It is expected that the final documents will be submitted by the end of April 2020.

VII. Duty Station

The duty station of this assignment is a combination of home-based and/or be based in the Department of Biodiversity, General Secretariat of the National Council for Sustainable Development, Ministry of Environment in Phnom Penh.

VIII. Payment Milestones			
No.	Outputs/Deliveries	Expected Payment Schedule	Payment Amount
1.	Upon submission of methodology work plan	1 st week of assignment	20%
2.	Upon satisfactory completion of deliverable 2	10 th week of assignment	40%
3.	Upon satisfactory completion of deliverable 3	16 th week of assignment	40%
IX. Recruitment Qualifications			
Education:	<ul style="list-style-type: none"> • At least a post graduated in public management or policy development and/or conservation and management of natural resources or relevant policy/conservation/management fields; 		
Experiences:	<ul style="list-style-type: none"> • Demonstrated ability to work in coalitions with a diverse range of stakeholders; • Demonstrated experience working with communities underrepresented in public land and biodiversity management; • Understanding, familiarity and experience with Law and policy, public land and biodiversity management agencies; • Ability to translate policy and planning expertise into effective strategies and tactics to protect wildlands and biodiversity; • Strong written and verbal communication skills, and the ability to work with technical experts and translate complex information succinctly and clearly for a public audience and decision makers; 		
Competencies	<ul style="list-style-type: none"> • Demonstrated experience in delivering a monitoring and evaluation framework and supporting systems in a developing country; • Strong biological research and survey skills and ability to develop and maintain a biodiversity monitoring and evaluation system; • Understanding, familiarity and experience with provision of technical support to complex projects/ programs; • Motivated, self-starter with the ability to take initiative, develop ideas, and see them through to implementation • Excellent English written, with analytic capacity and ability to synthesize project outputs and relevant findings for the preparation of quality project reports; 		

	<ul style="list-style-type: none"> • Ability to speak, read and write technical and conversational in English; • Skill in achieving results through persuading, influencing and working with others; • Analytical skills and ability in development of report finding; • Ability to understand biodiversity terminology and its concepts and to analysis/synthesize information from different sources into a project report; • Displays sensitivity and adaptability to different cultures, genders, religions, races, nationalities and age groups; • Good team player, self-starter, has ability to work under minimum supervision and maintain good relationships.
Language Requirements:	<ul style="list-style-type: none"> • Excellent spoken and written English required

X. Criteria for Evaluation of Level of Technical Compliance of Individual Contractor

Technical Evaluation Criteria	Obtainable Score
At least 5 years of professional experience in public management or policy development and/or conservation and management of natural resources or relevant policy/conservation/management related works	30
Demonstrated experience in delivering a monitoring and evaluation framework and supporting systems in a developing country as well as law enforcement monitoring	25
Strong skills in biological research and survey skills and ability to develop and maintain a biodiversity monitoring and evaluation system	25
Experience of working and collaborating with the government officials and conservation NGOs and knowledge with UNEP/GEF projects	20
Total Obtainable Score:	100

Interested candidates should submit a cover letter, CV with support references and financial proposal no later than **9 January 2020 (Thursday at 5:00PM)** to the Department of Biodiversity, General Secretariat of National Council for Sustainable Development, 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 or
- Contact Department of Biodiversity, General Secretariat of National Council for Sustainable Development, Ministry of Environment.
Tel: (855) 089 887 723/ 089 456 496
E-mail: job.campas@yahoo.com

Only short-listed candidates will be contacted for the interview.