



Terms of Reference (ToR)

Consultancy For an Endline Project Evaluation and Case Study Development

I. Background

NatureLife Cambodia (NLC) has been supporting a biodiversity-friendly scheme that integrates wetland conservation with traditional smoked fish processing under "**Tonle Fish**" brand at Toul Neang Sav Plov Loung Community Protected Area (CPA) within Stung Sen Ramsar Site, Tonle Sap. The initiative aims to improve the livelihoods of floating communities while strengthening biodiversity conservation and the protection of Tonle Sap. Tonle Fish engages local communities in the co-management of Stung Sen Ramsar Site by promoting sustainably produced smoked fish that combines traditional knowledge with biodiversity-friendly production practices. As its name suggests, **Tonle Fish** represents fresh, sustainably sourced fish harvested from the natural waters of Tonle Sap and the Stung Sen Ramsar Site. This initiative is managed by Toul Neang Sav Plov Loung CPA, a recognized floating community in Phat Sanday Commune, Kampong Svay District, Kampong Thom Province.

The initiative was first piloted in 2024 with support from the Critical Ecosystem Partnership Fund (CEPF), followed by funding from Oxfam Fair for All's Sudden Fund. More recently, it has expanded its membership and production capacity through financial support from the UNDP Small Grants Programme (SGP). With this expansion, Tonle Fish has now grown from 35 to 45 members, of whom 35 are women, and has generated significant environmental, social, and economic benefits, including:

- Inclusive economic development: Creating employment opportunities, increasing household incomes, and improving access to premium markets.
- Women's empowerment: Strengthening women-led producer groups, enhancing technical and business capacities, and creating leadership opportunities for women in floating communities.
- Biodiversity conservation: Promoting compliance with conservation regulations, including prohibiting illegal fishing, wildlife hunting, and forest clearance, while allocating a portion of enterprise profits to support Community Protected Area (CPA) patrols.
- Improved food safety and public health: Upgrading fish processing facilities with improved hygiene standards, safer equipment, and access to clean water.

The current UNDP-SGP project is a nine-month initiative that will conclude in August 2026. To assess the project's achievements, lessons learned, sustainability, and overall effectiveness, NatureLife Cambodia seeks to recruit a qualified consultant to conduct an independent endline evaluation and develop a case study documenting the project's outcomes and good practices.

II. Purpose of the Consultancy

The purpose of this consultancy is to:

- Assess the relevance, effectiveness, efficiency, outcomes, and sustainability of the project.
- Evaluate the extent to which the project has achieved its intended objectives and expected results.
- Document environmental, social, gender, and livelihood impacts generated by the project.

- Identify key lessons learned, challenges, and recommendations for scaling up similar biodiversity-friendly livelihood initiatives.
- Produce a high-quality case study that demonstrates the project's contribution to biodiversity conservation and community development.

III. Scope

The consultant will undertake, but not necessarily be limited to, the following tasks:

1. Desk Review: Review all relevant project documentation, including but not limited to:

- Project proposal and logical framework
- Progress and technical reports
- Baseline and monitoring data
- Relevant policies and project documents

2. Field Assessment: Conduct field visits to Toul Neang Sav Plov Loung CPA to:

- Interview project staff
- Meet with Community Protected Area leaders
- Conduct focus group discussions with beneficiaries
- Interview women members of Tonle Fish management committee and producer group
- Meet local authorities and relevant government stakeholders
- Observe production facilities and conservation activities
- Collect beneficiary stories and supporting evidence

3. Project Evaluation: Assess project performance against internationally recognized evaluation criteria and the evaluation should specifically examine:

- Achievement of project outputs and outcomes
- Enterprise development and market performance
- Livelihood improvements
- Women's empowerment and participation
- Biodiversity conservation outcomes
- Community ownership and governance
- Financial sustainability of the enterprise
- Risks, constraints, and mitigation measures
- Opportunities for replication and scaling up

4. Develop a Case Study: Prepare an engaging case study that documents:

- Project background
- Intervention approach
- Key achievements
- Success stories
- Lessons learned
- Voices from beneficiaries
- Conservation and livelihood impacts
- Recommendations for future programming

The case study should be suitable for donor reporting, fundraising, communications, and knowledge sharing.

IV. Deliverables

The consultant shall submit the following deliverables:

Deliverable	Description
Inception Report	Evaluation methodology, work plan, data collection tools, and schedule
Draft Evaluation Report	Comprehensive draft report presenting findings, conclusions, and recommendations
Final Evaluation Report	Revised report incorporating comments from NatureLife Cambodia
Case Study	An illustrated case study (approximately 1-2 pages) highlighting project impacts, lessons learned, and beneficiary stories

Note: All reports shall be submitted in English in editable Microsoft Word format. Photographs and supporting documentation collected during fieldwork should also be provided where appropriate.

V. Qualifications and Experience

The consultant should possess the following qualifications:

- University Degree in Environmental Management, Natural Resource Management, Rural Development, Development Studies, Social Sciences, Economics, or a related field.
- At least five years of demonstrated experience conducting project evaluations for NGOs, or international development organizations.
- Strong experience in designing and implementing mixed-method evaluations.
- Proven experience writing high-quality evaluation reports and case studies.
- Familiarity with results-based management and logical frameworks.
- Excellent analytical, report-writing, and communication skills in English.
- Experience working on biodiversity conservation, wetlands, fisheries, community-based natural resource management, or livelihood development projects.
- Understanding of gender equality and women's economic empowerment.
- Previous experience working in Cambodia.
- Ability to communicate in Khmer or work effectively with local translators.

VI. Duration and Timeframe

The duration of this consultancy is planned for a maximum period of 5 weeks, scheduled to occur from **July 22nd, 2026** through **August 25th, 2026**.

VII. How to apply

Prospective candidates are invited to submit their letter of interest, curriculum vitae (CV), and proposed budget (comprising daily or lump-sum rates) within a limit of two pages. Submissions can be sent to admin@birdlifecambodia.org and cc: sineang.san@naturelifecambodia.org no later than **July 20th, 2026**.