



Terms of Reference

Senior Community Engagement, FPIC and Livelihoods Officer

Preamble

NatureLife Cambodia (NLC) is a national conservation organization with a mission to conserve biodiversity by managing natural resources sustainably for the benefit of all. NatureLife Cambodia was established with technical support from BirdLife International and becoming a national BirdLife Partner for Cambodia on 9th December 2020. In the capacity of BirdLife in Cambodia, this national organization is working to maintaining and preserving wildlife in Cambodia; conserving sites and habitats for biodiversity sustaining ecological systems that enrich peoples' lives; contributing to the alleviation of poverty by enhancing the sustainable use of natural resources, and building the capacity and promoting conservation work among Cambodian citizens. NLC (BirdLife in Cambodia) in close collaboration with the Ministry of Environment (MoE) and NGO partners, has been supported and leading conservation activities in Lomphat Wildlife Sanctuary (LWS) since 2004 till now with main focus on capacity development for law enforcement, forest monitoring, preservation of endangered species and facilitating local community participation. Currently, NatureLife Cambodia is looking for a suitable Cambodian applicant to fulfill the position of Senior Community Engagement, FPIC and Livelihoods Officer.

Job title: Senior Community Engagement, FPIC and Livelihoods Officer

Duty station: Ratankiri province

Reporting to: Lomphat Project Manager and Senior REDD+ Development Coordinator

Reporting to jobholder: Community Officer, Livelihoods Project Officer

Working relationships: All NLC staff, NLC - Lomphat project staff, Lomphat Wildlife Sanctuary officers and commune and district officials.

Overall purpose of job:

To coordinate the implementation and management of the livelihood activities that will promote the conservation and REDD+ projects of Lomphat Wildlife Sanctuary, manage the livelihood team, and ensure the projects' outcomes are met.

Main duties

1. Ensure on time and adequate activities implementation to meet the projects' outputs.
2. Conduct or facilitate oversight trainings /or coaching for livelihood team, villages target group and provincial department related-natural resource management (NRM) and livelihoods aspects
3. Coordinate with NLC's partners to implement and scale up the wildlife friendly product in target villages of LWS (i.e. Ibis Rice)
4. Joint with NLC management team to assist in funds raising for the implementation of the livelihoods coping strategy
5. Ensure community compliance with conservation and livelihood agreements/contracts
6. Liaison, compiling and writing technical reports as required in order to meet with project timeline and expected outcome
7. Make sure all data needed well documented, collection, collation, and analysis of monitoring & evaluation data and properly storage

8. Lead and facilitate in set up monthly meetings, monthly reports, weekly updates and; digital media active (Facebook posts, success stories...etc.)
9. Become familiar with and establish working relationships with villagers, local community leaders, district and provincial officials
10. Support the development of mechanisms for Lomphat Wildlife Sanctuary that enables community participation in management.
11. Participating in program planning activities, providing technical oversight, managing partnerships and capacity building programs and supporting reporting efforts. Ensure social safeguards as described under the REDD+ project design documents are met and comply with the Environmental and Social Safeguard (ESS) requirements.
12. Arrange targeted village, commune, district and provincial meetings and workshops related to REDD+ scheme, CPA establishment and management and; support engagement with Indigenous stakeholders and as necessary, lead processes of free, prior and informed consent (FPIC);
13. Provide and/or coordinate necessary technical support for diversifies livelihoods initiatives such as: group formation and support, market chain valuation analysis and support, CBET and agriculture improvements, NTFP processing improvements, and others as determined by the project teams.
14. Any other work assignments, duties, and/or functions as NatureLife 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.

Qualifications or requirements:

The following attributes are essential:

- A higher degree in natural resource management (NRM), livelihoods development, social sciences, development studies or geography
- At least 3-4 years' experience in project management
- Proven project management and leadership skills
- Ability to function well in a multicultural, diverse, and fast-paced work team environment.
- Comfortable working in rural communities with minimal facilities.
- Comfortable managing multiple duties and adapting to changing priorities.
- Good understanding of the rural development scene in Cambodia, livelihood issues and their linkage to conservation
- Computer literate (especially in Word and Excel)
- Shows initiative and is trustworthy
- Very good spoken and written English
- Good ability in monitoring and evaluation
- Ability to work under general supervision and take initiative to solve problems under supervisor direction particularly respect of deadlines.

Application:

Salary and benefits are negotiable. Applicants should submit a CV and cover letter to **Mr. Bou Vorsak**, CEO of NatureLife Cambodia (with clearly mention the interested position), via email to admin@birdlifecambodia.org. Applications should be under 1MB in size and only shortlisted candidates will be contacted.

The closing date for applications is 20 October 2026 however we encourage candidates to submit as soon as possible