



JOB DESCRIPTION

Position title:	Eastern Plains Tiger Reintroduction Leader
Reports to:	Regional Conservation Director, WWF-GM and Country Director, WWF-Cambodia
Technical Report to:	Conservation Directors of WWF-Cambodia and WWF-Vietnam
Supervises:	Staff who work on the reintroduction program (Ref. to tiger plan)
Location:	Phnom Penh, Cambodia
Validity:	June 18 – July 2022

I. Background:

WWF-Greater Mekong (WWF-GM) – on the ground in Cambodia, Laos, Myanmar, Thailand and Vietnam – is working to conserve the region's incredible biodiversity and build a secure and sustainable future for people and wildlife. WWF-GM works with government, industry and civil society partners to ensure that, as the region develops, it doesn't squander the natural riches that so many depend on and that drive the region's economic future. Find out more at www.panda.org/greatermekong.

In the Global Tiger Recovery Program 2010-2022, WWF-Cambodia set the goal of bringing back tigers to their former range, noting that a translocation and reintroduction program may be needed to achieve this goal. The Cambodia Tiger Action Plan (CTAP) identified Srepok Wildlife Sanctuary (SWS) - previously known as the Mondulhiri Protected Forest – as a suitable source site for the reintroduction of tigers. WWF-Cambodia has been supporting conservation activities in this site since 2005, and in 2007, WWF commissioned a study to examine the feasibility of a restoration program that involves reintroduction if tigers are entirely extirpated or reinforcement if a few tigers still inhabit the area. The recent review of the feasibility study confirmed tiger reintroduction program in SWS is possible both ecologically and technically but extensive preparation is needed over the next 3-4 years, including establishing a strong on-the-ground law enforcement system and tiger's prey recovery that will be fundamental to success. WWF has committed to bring the tiger back to the Cambodia's Eastern Plains landscape of which SWS is a part. WWF has prepared, with the Cambodian government, an operational plan for initiating this ambitious program.

II. Major Functions:

In close collaboration with responsible government agencies and authorities, the Eastern Plains Tiger Reintroduction Leader will be responsible for leading the ambitious tiger reintroduction program in Eastern Plains Landscape (EPL) - aiming to build and develop actions that will have positive impacts on WWF's biodiversity conservation goals. He/she would be accountable for ensuring that the activities relating to defined program phases of the Tiger Operational Plan (TOP) for tiger reintroduction are delivered in time.

III. Major Duties and Responsibilities:

- Further develops and delivers the strategies developed within the TOP for tiger reintroduction that are aligned with deliverables defined in the plan.
- Leads the coordination and the organization of the Eastern Plains Tiger Reintroduction Expert Advisory Group (TREAG) meetings and provides regular reporting to all members of the TREAG.
- Leads the tiger reintroduction team and provides leadership and overall direction and coordination of tiger conservation program among different teams across Cambodia and Vietnam program and relevant network offices.
- Ensures the objectives, activities and output indicators as described in TOP are met as timeline.
- Works with financial staff for TOP budget preparation, monitoring, and reporting activities; guarantee the financial integrity and accountability of project budgets
- Responsible for implementing and monitoring the activities to ensure that ideal conditions for prey density and adequate law enforcement are in place as described in TOP.
- Identifies and develops key policy interventions needed for an effective tiger reintroduction process including land use planning, community engagement and working with the country and regional team to achieve a holistic approach of conservation.
- Leads the coordination to develop standard operating procedures and guidelines related to tiger reintroduction, prey recovery, human wildlife conflict, PA infrastructure, law enforcement/patrolling, community engagement and tourism.
- Works with fundraising teams (Corporate and Public-Sector Partnerships) to ensure funds for tiger conservation are secured for implementing TOP plan.



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- Liaisons and dialogues with relevant government agencies including Ministry of Environment, Ministry of Tourism, Ministry of Agriculture, Fisheries and Forestry; development partners, tiger expert group and stakeholders, aiming to mobilize technical support for implementing the TOP activities where appropriate.
- Mobilizes stakeholders within the WWF network and other relevant conservation partners to raise awareness on the tiger reintroduction in the EPL, to support policy enabling, to support fundraising efforts and donor engagement, and to resolve any conflicts, and build consensus on solutions.
- Leads the coordination and communication across project teams of the EPL landscape (including Landscape Manager, Law Enforcement TAs, Community Engagement TA, and Research TA) for both Cambodia and Vietnam, WWF Mekong Regional's Wildlife program, the Global Tiger Alive Initiative, and WWF network offices.
- Ensures the annual tiger program report and technical project reports (TPRs) are submitted in a timely manner to WWF Int'l and relevant donors.

IV. Profile:

Required Qualifications

- Master's degree or equivalent experience in wildlife conservation, protected area, wildlife science, natural resources management, environmental studies or in relevant fields.
- Proven experience in leading complex, cross-boundary programs and project development and management.

Required Experience and Knowledge:

- At least 7-10 years of practical experience in managing complex programs related to transboundary wildlife conservation (tiger particular), protected areas management, and impact monitoring systems. A substantial part of this experience should have been in an organisation specializing in conservation.
- Proven experience in complex project design, development and fundraising.
- Proven experience of managing programs funded by a diversity of sources including governments and aid agencies, private sector donors with annual budget of at least US\$5 millions.
- Proven experience of working and negotiating with Government officials at all levels.
- Demonstrated experience in developing, implementing and evaluating budget plan and action plan.
- Knowledge of the policy, standard operating procedures and guidelines relating to wildlife and tiger recovery.
- Familiar with conservation and natural resource management issues preferably in Cambodia, Vietnam or the Mekong sub-region.
- Understanding of laws and regulations, and policy/institutional context related to conservation and natural resource management preferably in Cambodia, Vietnam or Mekong sub-region.
- Understanding of development partnerships, function, donor strategies, governmental relations in Cambodia, Vietnam or Mekong sub-region.

V. Working Relationships:

Internal: Discusses, consults and advises regularly with Country Directors (Cambodia and Vietnam), Regional Conservation Director WWF GM, Conservation Program Directors (Cambodia and Vietnam) and Technical Tiger Advisor Group, and relevant WWF Network offices & leadership. Engage with and support WWF Cambodia and Vietnam staff on process leading to tiger reintroduction.

External: Interacts with government agencies, donors, academic institutions, other NGOs and community organisations primarily in Cambodia in consultation with the country office, GTF, IUCN, WCS etc..

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs

Prepared by Supervisor:

Accepted by Staff: