JOB DESCRIPTION

Position title:            Agroforestry Engagement Officer, Eastern Plains Landscape

Directly report to:      MAP Project Coordinator

Technically report to:   MAP Project Coordinator

Supervises:              NA

FTE:                     100%

Projects:                Multi-Actor Platform (BMZ) and Moving towards Sustainable and Responsible Natural Rubber Value Chain and Production (WWF-FR)

Grade (IPE scores):      

Location:                Eastern Plains Landscape office, Sen Monorom, Mondulkiri, with travel to Phnom Penh when required

Date:                    December 1, 2019 – December 1, 2020

Term:                    1 year (with possibility for extension)

I. Background

WWF has been established in Cambodia since 1995. WWF-Cambodia’s mission is to ensure that there will be strong participation and support from all people to conserve the country’s rich biological diversity; through the sustainable use of natural resources, enhancing local livelihoods and sustainable supply chain management.

The WWF Cambodia Conservation Program started more than ten years ago and is implemented in two landscapes: Eastern Plains Landscape (EPL) and the Mekong Flooded Forest (MFF). WWF-Cambodia engages with government, industry and civil society partners on the development of agro-industry in the EPL and the expansion of commodities on a small, medium and large-scale is one of the main drivers of deforestation and land conversion.

Rubber producing communities and companies in the EPL can play a critical role in conserving important wildlife habitats and natural ecosystems in a mosaic landscape. By shifting to sustainable forest management practices, they can comply with international sustainable rubber production practices and in the process, conserve forest resources and ecosystems that are critical to the future well-being and prosperity of both local and Indigenous peoples.

WWF-Cambodia’s engagement with the rubber sector to date has involved working with provincial government, industry and smallholders in the rubber sector to ensure that, as the EPL develops economically, stakeholders do not misuse the natural resources that underwrite the economic future of the EPL. This has involved forming farmers into cooperative structures, engaging with companies to implement sustainable plantation management practices and working with the provincial government to identify gaps in capacity, on which WWF-Cambodia can base an intervention strategy. The rubber engagement work will continue this path, with the support of a regional program that seeks to provide a platform for smallholder farmers, who produce around 85% of natural rubber worldwide, to engage and have an influence in the market for sustainable natural rubber.

II. Major Function
The Agroforestry Engagement Officer, under direct supervision of the MAP Project Coordinator and in coordination with the Private Sector Manager and EPL Manager, is responsible for implementation of WWF-Cambodia’s engagement strategy with industry, smallholder and provincial government stakeholders in the rubber sector in the EPL. Engagement with local communities for the purpose of promoting sustainable rubber plantation practices, improvement in supply chain management and traceability, and improve smallholder livelihoods, thereby encouraging conservation compatible cultivation of rubber.

III. Major Duties and Responsibilities

A. Coordination of Stakeholder Engagement for Sustainable Natural Rubber Production
   - Confer with the Project Coordinator and direct reports to develop annual and quarterly/six-month work plans
   - Liaise with communities, provincial government entities and both privately held and concessionaire rubber plantations to identify issues in project implementation and advise on solutions
   - Provide input into communications products and materials to ensure information on the project is effectively distributed
   - Advise on effective use of project resources in line with stakeholder engagement objectives

B. Project Implementation
   - Provide technical support to rubber smallholders in the EPL for implementation of sustainable farm management practices
   - Assist in coordination between rubber smallholders and private companies to achieve conservation objectives of the project
   - Facilitate with provincial government entities to establish smallholder rubber group/cooperative
   - Assist to organize meetings, workshops and training courses with effective stakeholder involvement
   - Represent the project in meetings with a variety of stakeholders and host meetings where required
   - Support logistics management and organization (e.g. travel, consultant visits), for the project, organize translation where required
   - In close consultation with the Project Coordinator, develop individual work plan with measurable targets that link to effective project implementation

C. Partnership Development and Networking
   - Establish relations and keep regular contact with key stakeholders necessary for project implementation and lesson sharing
   - Develop and maintain effective contacts who can assist in development of activities for the project
   - Build partnership among rubber value chain actors that will help rubber smallholders both production and market linkages

D. Monitoring and Evaluation
   - Implement project activities as defined in the project work plan and write mission reports to track project progress
   - Assist in the preparation of six-monthly progress reports
   - Regularly monitor all activity implementation progresses, financial and administrative aspects for the project
   - Support on database management comprised of all technical reports, presentations, maps, data and information produced by the project and a list of relevant stakeholders

IV. Requirements

A. Education and Qualification
   - A minimum of Bachelor’s degree in agribusiness, preferably in rubber sector, natural resource management, agriculture extension and rural development or other related fields
B. Knowledge

- Proven understanding of issues in conservation and related fields and working knowledge of policy/institutional context for conservation in Cambodia
- Knowledge of natural rubber or other commodity value chains
- Knowledge of community and agricultural cooperative development principles and approaches
- Knowledge of WWF structure, priorities and procedures as well as WWF’s ecoregional approach to conservation is an advantage

C. Skills

- Fluency in Khmer and written and spoken English. Knowledge of Indigenous Bunong language is an advantage
- Strong networking, interpersonal, influencing, verbal and written communication skills with an ability to communicate complicated concepts in plain English and Khmer to diverse audiences
- Excellent time management, organization and planning skills for multi-stakeholder meetings
- Capability in building constructive relationships with a range of stakeholders and audiences
- An ability to work independently, in a flexible team-based environment and remote areas
- Proficiency in MS Office

D. Experience

- Two years of practical experience working with commodities supply chains, preferably rubber, or community natural resources management in a development capacity in Cambodia
- Experience coordinating and developing training curriculums, concept notes and training assessments with smallholders
- Experience planning and implementing on farm trials and working closely with communities
- Experience developing natural resource management plans and/or agricultural cooperative business plans is an advantage

V. Working Relationships

Internal: Report on a regular basis to the MAP Project Coordinator, and liaise with all team member in the EPL office including project officers, finance staff and project managers of existing projects in country to ensure smooth integration of the program into the existing EPL program. Due to the regional nature of the MAP project, lessons learned and project progress will require regular communication with counterparts from WWF-Myanmar and WWF-Thailand.

External: Interact with donors, government representatives from local and provincial level, NGO partners, communities, private sector rubber plantation companies and economic land concessionaires.

VI. WWF's Mission and Values

- It is part of every staff member's terms of reference to contribute to WWF's mission to; stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by:
  a. Conserving the world's biological diversity
  b. Ensuring that the use of renewable natural resources is sustainable
  c. Reducing pollution and wasteful consumption.
- It is also part of every staff member's terms of reference to embody WWF's values of; passion, optimism, credibility and accountability, to work through challenges to deliver results and inspire perseverance among our conservation peers.

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.

JD – Agroforestry Engagement Officer / November 2019 / Produced by KB