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## JOB DESCRIPTION

<b>Position title:</b>	Eastern Plains Tiger Reintroduction Leader
<b>Directly reports to:</b>	Regional Conservation Director, WWF-GM and Conservation Director of WWF-Cambodia
<b>Supervisor:</b>	Staff who work on the reintroduction program (Ref. to tiger plan)
<b>Validity:</b>	June 2018 – July 2022
<b>Location:</b>	Phnom Penh, Cambodia

### I. Background:

In the Global Tiger Recovery Program 2010-2022, Cambodia set the goal to bring 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 identified Srepok Wildlife Sanctuary (SWS) - previously known as the Monduliri 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. With technical support from WWF, the Cambodian government has prepared a Tiger Reintroduction Plan (TRP) that outlines the details of the program and budget. WWF has strongly committed to support this tiger reintroduction plan in the Eastern Plains landscape, a transboundary landscape between Cambodia and Vietnam of which SWS is a part.

**The Eastern Plains Tiger Reintroduction Leader is a dynamic, driven Leader to lead one of the most ambitious conservation projects in the world: Reintroduction of tigers in Cambodia. This is an opportunity of a lifetime for the right person wanting to advance the boundaries for conservation and ultimately return this iconic species to the Eastern Plains Landscape...**

### II. Major Function:

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 TRP for tiger reintroduction are delivered in time.

### III. Major Responsibilities:

#### **Program Development and Management**

- Accountable for further developing and delivering the strategies developed within the TRP 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 conditions for objectives, activities and output indicators as described in TRP are met within the proposed timeline.
- Works with financial staff for TRP budget preparation, monitoring, and reporting activities; guarantee the financial integrity and accountability of project budgets.

#### **Technical leadership**

- 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 TRP.

- 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.

#### **Resource Mobilisation**

- Works with fundraising teams (Corporate and Public-Sector Partnerships) to ensure funds for tiger conservation are secured for implementing TRP plan.
- 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 TRP activities where appropriate.

#### **People Management**

- Leads the recruitment and selection of tiger program staff and consultants engaging in TRP plan.
- Responsible as direct line manager of tiger field coordinator, other team members and consultants hired for TRP, by reviewing individual work plan and managing their performance.

#### **Promotion and communications**

- 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.
- Works with Communication teams (at country and network offices) to develop and produce communication materials including brochures, leaflets, field story and press releases and campaign for tiger conservation.

#### **Monitoring and Evaluation, Reporting**

- Supervises the TRP program's projects to ensure that the analysis of results is consolidated as part of the overall WWF-Cambodia monitoring and evaluation system.
- Ensures the annual tiger program report and technical project reports are submitted in a timely manner to WWF Int'l and relevant donors.
- Provides regular tiger program report and analysis to Cambodia and Vietnam Management Teams, Tiger Technical Advisory Group to facilitate continuous improvement.

### **IV. 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.

### **V. 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.



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- 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.

*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 by the Country Director according to organizational needs.*