

Terms of Reference

Regional Advisor: Sustainable Natural Rubber

Supervised by: WWF Regional Forest Lead, Asia Pacific

Technical Reporting: Welthungerhilfe Regional Coordinator and WWF International Rubber Lead

Coordination: WWF Cambodia, Myanmar and Thailand Conservation Directors and MAP Project Focal Points and Officers

Work location: Work from home (WFH) or WWF Cambodia office in Phnom Penh

Duration: September 2021 through July 2022

1. Background

The WWF is one of the most influential independent nature conservation organisations in the world and operates through its global network in more than 100 countries. WWF has been active in the Mekong region for more than 20 years. The WWF activities in the Greater Mekong Region (Cambodia, Laos, Myanmar, Thailand and Vietnam) are committed to preserving the region's biodiversity and building a safe and sustainable future for people and wildlife. It is a comprehensive, large-scale nature conservation programme covering 600,000 km² of the most biologically diverse, economically significant and threatened forests and rivers in the Mekong region. WWF Cambodia, WWF Thailand and WWF Myanmar are part of WWF's regional Greater Mekong Programme and legally belong to WWF International.

Rubber production is associated with high environmental (e.g. deforestation) and social risks (e.g. land grabs, human rights violations). It has been and continues to be a major driver of deforestation in Southeast Asia, particularly on two major deforestation fronts, the Dawna Tenasserim area in Thailand and Myanmar, and the Eastern Plains area in Cambodia, Laos and Vietnam. The WWF has been working for more than four years on the concept of sustainable natural rubber in Cambodia, Thailand and Myanmar.

WWF and Welthungerhilfe (WHH) and their local partners Land Core Group Myanmar (LCG) and Save Cambodia Wildlife (SCW) joined their complementary strengths to develop a project with the objective of establishing Multi-Actor Partnerships (MAP) in three Southeast Asian Countries (Cambodia, Myanmar and Thailand) to promote transparent, fair and sustainable rubber supply chains that contribute to improving the living conditions of small smallholder farmers, indigenous peoples and workers. The project is funded by the BMZ (German Ministry



of Economic Cooperation and Development) for a duration of initially 3 years and in its first phase is running until July 2022. WWF and WHH will develop a phase 2 project proposal to build on the achievements of phase 1.

2. Role Summary and Key Functions

The Sustainable Natural Rubber Regional Advisor provides technical support, knowledge and advice to each Country Project Team in Cambodia, Myanmar and Thailand about Sustainable Natural Rubber (SNR) practices and sustainable rubber supply chains in order to achieve the projects' vision and goal and to be utilized for establishing Multi-Actor Partnerships. Further, the Regional Advisor facilitates learning and sharing best practices drawn from the project activities across all three countries to be shared among the project's stakeholder and fed into regional and international debates on SNR. The Regional Advisor plays a key role in advancing the regional expertise and discussions about sustainable natural rubber among the WWF network, WHH, LCG and SCW as well as other relevant stakeholders. All activities and functions will be implemented in close coordination with the Country Project Teams as well as the WHH Regional Project Coordinator in line with the Project Charter and Governance Structure.

Technical Support on SNR Practices and Safeguards

Provide state-of-the-art technical support and advisory services to the Country Project Teams on mainstreaming feasible SNR Practices that suit the local and international requirements and context (including topics on smallholder models, human rights, land rights, traceability, agroforestry system etc.).

Assist the Country Project Teams in establishing MAPs that are aligned with SNR Practices, project objectives and associated environmental and social policies and safeguards shared by WWF, WHH and LCD and SCW project partners.

Facilitate technical discussions and clarifications on rubber between the project partners where needed with an explicit aim to enhance sustainability aspects of natural rubber production in each country.

Knowledge Management, Regional Learning and Monitoring

Provide opportunities for cross-country learning, sharing of lessons-learned and best practices drawn from the project implementation and beyond in close coordination with the project partners. Potential formats could be online and/or offline formats (such as study tours, exposure visits, conference, workshops, trainings, publications or videos).



Ensure that technical aspects, models and methods applied, and results achieved at country level are documented, shared and known across countries to demonstrate the impact of the interventions.

Contribute so that project technical activities are being effectively monitored across countries and are reflected in annual project evaluations to (i) analyse project progress towards goals and learning objectives, (ii) communicate those findings externally (e.g. to donor, external partners) and internally (e.g. to project staff), (iii) enable adaptive learning to improve technical project implementation, (iv) coordinate technical aspects during the development of a phase 2 project proposal.

Visibility and Representation

Strengthen visibility of the project by sharing project results and experiences about SNR through participation at events as well as developing jointly with project partners relevant communication materials.

Liaise with and regularly exchange ideas with WWF and WHH colleagues engaged at the international level (e.g. the Global Platform for Sustainable Natural Rubber (GPSNR), GPSNR working groups, the International Land Coalition (ILC)) and at the regional level (e.g. WWF Forest Hub, Greater Mekong Programme, and WWF offices in China, Lao PDR and Vietnam) and represent the project/WWF in other relevant rubber-related platforms and initiatives (e.g. MLRG Rubber Initiative, Roundtable Rubber in Germany) as required. A direct technical exchange and reporting line will be established to the WWF International Rubber Lead within WWF network, and with WWF colleagues working on SNR in other countries such as Cameroon, Indonesia, Japan and Malaysia.

3. Minimum Qualifications

A. Formal Training:

Masters or other advanced degree in agribusiness, economics and trade, agriculture or forestry

B. Experiences:

- At least 7 years of relevant professional experience with a track record in the Asia Pacific and global forestry/agro-forestry industry, commodities, supply chains; Fully conversant with all aspects of rubber production and associated environmental and social risks including a rights-based approach, and ideally with hands on experience with the stepwise approach to sustainable rubber production and supply chains;
- Proven experience as an effective manager working within a decentralized, multi- national network (or programme), including management of multi-



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stakeholder exchange and learning processes;

- Excellent knowledge of global forestry and conservation issues (e.g. policy, market trends, evolving issues);
- Experience in overseeing a multi-stakeholder platform such as a Secretariat/Committee is highly-desirable;
- Experience with fundraising and marketing is a plus;
- Familiarity in working with smallholder farmers, governments, aid agencies, and NGOs.

C. Skills and Abilities:

- Ability to work in a multi-cultural environment
- Good training skills
- Strong communication and people-skills
- Excellent written and spoken English
- Understanding context of each partners
- Ability to work independently as well as within a cross-country team setting
- Ability to publish at peer review level, journal level, develops case studies and evidence- based reports, policy brief papers.

D. Required Skills and Competencies

- Demonstrates WWF behaviours in way of working: Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly;
- Adheres to WWF's values, which are: Courage, Integrity, Respect and Collaboration Perform duties with following on WWF Codes of Ethics and WHH Code of Conducts and Environmental, and Social Safeguards Framework and Policies.

4. WWF's Mission and Goals

It is part of every staff member's terms of reference to contribute to WWF's mission: is to conserve nature and reduce the most pressing threats to the diversity of life on Earth, by working towards the goals of:

- Zero loss of natural habitats
- Zero extinction of species
- Halve footprint of consumption and production