



JOB DESCRIPTION

Position	: Senior Biodiversity Research and Monitoring Officer – EPL
Report to	: Biodiversity Research and Monitoring Manager - EPL
Supervise	: Research Officer(s), Research Assistant(s) and Research Rangers
Location	: Mondulhiri Province, Eastern Plains Landscape, Cambodia
Start Date	: 10 August 2021 (1 year renewal contract)

Background:

WWF-Cambodia was established in 1995, as part of the WWF-Greater Mekong Programme. Our 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 encouragement of sustainable use of natural resources, WWF-Cambodia promotes new opportunities for the benefit of all people, enhancing local livelihoods and contributing to poverty reduction in the Kingdom of Cambodia. In the Eastern Plains Landscape (EPL), we focus on a WWF Global ecoregion, one of Earth's most outstanding terrestrial habitats: The Lower Mekong Dry Forest. For over a decade, WWF-Cambodia has committed to supporting local communities, government partners, and other stakeholders in protecting their wealth of natural resources in the EPL.

The Eastern Plains Landscape in Eastern Cambodia and central Vietnam, comprises one of the largest remaining expanses of a severely threatened forest type: lowland Deciduous Dipterocarp Forest. Phnom Prich Wildlife Sanctuary (PPWS) and Srepok Wildlife Sanctuary (SWS) are located in the heart of the EPL, and the core focus by WWF Cambodia in the EPL, covering almost 6,000 km², and providing agriculture and NTFP-based subsistence livelihoods to 30,000 people including 8,000 indigenous people. These formally protected areas harbour globally significant populations of endangered wildlife including the largest global population of wild Banteng (*Bos javanicus*) in its native range, Cambodia's largest population of Asian elephants (*Elephas maximus*), a diverse birdlife including critically endangered vulture and ibis species, the only remaining population of Indochinese leopards (*Panthera pardus ssp. Delacouri*) in Indochina, and some of the last remaining Eld's deer (*Rucervus eldii*) and critically endangered Siamese crocodiles (*Crocodylus siamensis*) in the country.

In order to implement conservation strategies effectively, managers require robust information on species presence and abundance. Obtaining these basic datasets poses a significant challenge across the globe, especially for threatened species occurring at low densities. WWF-Cambodia is at the forefront of using innovative technologies as well a community-based data collection methods and a number of valuable long-term dataset exists with ongoing monitoring in place. In addition, there is scope for developing and implementing additional research projects as needed.

Position Summary

The Senior Biodiversity Research & Monitoring Officer (SBRO)' key responsibility is to ensure high-quality and cost-effective implementation of the Biodiversity Research & Monitoring programme in coordination with the Biodiversity Research and Monitoring Manager (BRMM). He/she will support the development and implementation of existing and new data collection protocols, assist in collecting, verifying, and formatting/processing data, and in database management. To ensure quality standards in data collection and research implementation, this position requires a significant amount of time (up to 20-70%, depending on season) in the field to conduct biodiversity surveys and other research. Another key role of the position involves supporting the capacity development of the Biodiversity Research and Monitoring team, consisting

of three officers/assistants and a team of 12-50 research rangers (government counterparts and community rangers). The position holder will also assist in supervising administrative, operational, HR, and financial tasks. Effective dissemination of research results that can inform management is essential, therefore the position holder will also support in data analysis and the preparing of reports or other forms of dissemination, and coordination between different thematics/departments within the organisation and with external partners and stakeholders.

I. Main Duties and Responsibilities

1. *Ensure high-quality and cost-effective implementation of the Biodiversity Research & Monitoring programme*

- Planning, organising, and overseeing the implementation of research and monitoring programme in the field in coordination with the research team and with support from the BRMM. The programme includes long-term existing protocols for established methods such as distance sampling based line transect surveys, bird census counts, and camera trap surveys, but may also include newly developed protocols;
- Supervise the collection of biodiversity data and ensure that data collection protocols are accurately and reliably implemented by field staff and data quality standards are met, improve where necessary;
- Assure transparency and accountability of budget use, and supervise the effective planning and organisation of operations and logistics for field activities and trainings. Support financial and administrative duties as per WWF policy;
- Ensure responsible management, maintenance, and tracking of technical equipment in coordination with the research team;

2. *Research methods and data analysis*

- Supports the BRMM in planning and design of new surveys and research protocols;
- Ensures all data are inputted accurately and on a timely basis, performs data verification, and identify and correct any emerging issues, ensure data is managed and stored according to data management systems following international standards, improve where necessary;
- Support the compilation of technical materials, literature search, data compilation if and when needed;

3. *Strengthening BRM team Capacity*

- Provide support, guidance, mentoring, and leadership to the BRM team;
- Ensure the capacity building and the delivery of technical training and on-the-job coaching to local and government staff, research rangers, and BRM staff on biodiversity monitoring techniques, analysis and interpreting results;
- Support the BRM team in producing technical report and provide constructive feedback and teaching;
- Identify and/or develop effective learning tools that best suit the needs of the team and programme and follows-up on their implementation;

4. *Communications and Coordination*

- Reporting and information dissemination to the BRMM, the EPL programme, the communications team, government counterparts, local communities, conservation, research, and science communities, and the Cambodian and international public;
- Form part and activity contribute to technical working groups or other relevant consortiums;
- Support maintaining and further developing existing relations with government partners, community stakeholders, conservation and research partners as well as donors;
- Support in funding proposals and reporting;
- Other tasks assigned according to organizational needs.

II. Qualifications

Education & Experience

- Minimum BSc degree, MSc strongly preferred, in the field of environmental sciences, zoology/ecology, species conservation, conservation science or related subject;
- At least 3-year field-based biodiversity research/monitoring experience, including field application of biodiversity monitoring methods;
- Experience in leading teams and managing work plans;
- Experience living and working in remote and challenging settings;

Skills, knowledge & Abilities

- A good understanding of and experience in research methodologies of biodiversity surveys;
- Understanding of relevant statistical concepts (e.g. distance sampling, mark-recapture, occupancy modelling etc.);
- Data base management skills;
- Fluency in written and spoken English, Khmer desirable;
- Fluency in MS Office (Word, Excel, Powerpoint), familiarity with Python or R Statistical Software languages, and/or DISTANCE, GIS skills;
- Technical and donor report writing;
- Leadership and team management skills;
- Presentation and communication skills;
- Experience with technical research equipment (GPS, camera trap, range finder, compass etc.);
- Planning, time management, and organisation skills;

Personality

- Interpersonal, team-player, supportive, coaching, patient;
- Working well with, and contributing effectively, to a multicultural team;
- Working independently in remote areas and spending periods of time in the field under challenging environmental conditions, physically fit;
- Well-organised, punctual, attention to detail, and forthcoming;
- Highly flexible and able to adapt to rapidly changing environments;
- Responsible, able to working independently with high level of initiative, and with minimum supervision and staying on task;
- Passionate about wildlife conservation and dedicated to the mission of WWF Cambodia;
- Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
- Adheres to WWF's brand values: Knowledgeable, Optimistic, Determined and Engaging;
- Demonstrates WWF behaviours in ways of working: strive for impact, listen deeply, collaborate openly and innovate fearlessly.

III. Working Relationship

1. **Internal:** He/she will coordinate with all relevant departments in the EPL-office and Phnom Penh including but not limited to: Protected Area and Law Enforcement, Community Engagement, Finance, Administration, Procurement, Spatial Planning, Private & Public Sector Management, and Communications. When relevant, works with BRM team and others in the MFF landscape
2. **External:** All relevant stakeholders, with emphasis on major government partner institutions (especially Ministry of Environment); with other conservation NGOs in Cambodia, within the WWF network and relevant specialist groups, for coordinated research and monitoring across the landscape.

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.