



TERMS of REFERENCE (ToR)

JOB TITLE	Consultant on Human Rights Training Module
EMPLOYMENT LEVEL	NA
REPORTS TO	PALE Manager
STAFF SUPERVISED	N/A
FORMULATED	August 2020
START DATE	April-June 2021
Contract period	30 days

Background:

Rangers take on a myriad of roles: environmental scientists, tour guide, firefighter, law enforcement officers, community liaison, first aid responders, land manager, and the list goes on. Cambodia has approximately 1200 ranger officer (thereafter referred as “RO”) posted across the Protected Areas in Cambodia. One of the key roles of RO in Cambodia is to protect the wildlife and habitats within the Protected Areas managed by the Ministry of Environment. The ROs ensure that the protected areas are managed and protected effectively. The ROs also expected to work closely with communities living near/inside the protected area to increase awareness on the importance of the protected area, forest, and wildlife; and the need for its protection and management. It is expected that the ROs fully understand the conservation values, human rights principles, and protected area management for them to be able to communicate this to surrounding communities. The ROs in their role as enforcement officers are required to learn Human Rights as part of their basic training and all subsequent training and refresher courses, as per the provisions of the national legislation in accordance with the UN Code of Conduct for Law Enforcement Officials.

Overall objectives for this consultancy:

The objectives of this assignment are to design and facilitate the development a 2/3 days (tbd) training module for Ranger Officers Training on the human rights.

Scope of work and expected outputs / deliverables:

1. Produce an outline for Human Rights training for ROs in Cambodia after a thorough research and analysis of the current human rights training modules, resource material available for rangers in Cambodia and beyond in line with UN Code of Conduct for Law Enforcement Officers.

2. Assist MoE team in the consultation and meetings with Cambodian Human Rights Commission, MoE, USFS and technical working group members to developed the detailed modules and resource material.
3. Lead the development of a comprehensive training module (in English) for Ranger Officer, with a special focus on human rights based on the consultation with stakeholders.
4. Share the draft module with MoE, GDANCP, Technical Working Group, Cambodia Human Rights Commission (CHRC), WWF, and US Forest Services (USFS) for their review; incorporate comments and finalize the draft of module.
5. Assist the MoE team in conducting the pilot training for the ranger officer along with CHRC in two priority landscapes of WWF (EPL and MFF).
6. Coordinate the translation of modules in Khmer for pilot training.
7. Incorporate comments and lesson learned from the pilot training.

Final Deliverables:

1. Outline of the Human Rights training
2. First draft of training modules and resource material based on the stakeholder consultation.
3. Report from the pilot training
4. Final modules and resource material in Khmer language

Timeframe and deadlines:

The consultant is expected to be based in Cambodia. The consultancy is for 30 working days between from September until the end of November 2020.

Reports: The Consultant will present the results to GDANCP, CHRC, WWF, and USFS team from time to time to share the progress of activities under this contract and certifying that the works, tasks, assignment have been satisfactorily performed.

Desired Qualification and Key Competencies:

- A Masters Degree or equivalent qualification/ degree in Law, Human rights, Political Science, Development Study, or any other relevant discipline.
- At least 5-7 years of prior work experience in the field of training, human rights.
- Demonstrated knowledge and experience in conducting need assessments and developing training modules/curriculum, training materials etc.
- Demonstrated experiences and skills in facilitating stakeholder/working group consultations and training.
- Excellent writing, editing, and oral communication skills in English.

Working Relationship

1. **Internal:** Work closely with the WWF Cambodia team, Wildlife Crime Initiative team
2. **External:** Consult with MoE, USFS, CHRC, Technical Working Group.

Confidentiality, Resource and authority

1. This job may from time to time involve access to confidential data, which should not be divulged to external bodies without the prior consent of the WWF and MoE.
2. All information and material collected during the course of the project / work as well as all outputs shall remain the property of MoE (or otherwise agreed) and can be used and promoted nationally and globally by MoE conservation partners.
