



**Terms of Reference (ToR)
Consultancy
for
Mid-Term Evaluation for the STRIPES Project**

1. Background of consultancy assignment/project

WWF-Cambodia has been working to protect biodiversity and support local communities in the EPL since 2000. In 2014, a program to reintroduce tiger in one protected area (PA) inside the EPL was set in motion in collaboration with Ministry of Environment, local authorities and local communities in Monduliri Province. The program's main objective was to establish and maintain enabling conditions for a successful reintroduction of tiger in this protected area.. In 2017, the Tiger reintroduction concept was endorsed by the Cambodian Prime Minister, a tiger reintroduction working group was formed, a Tiger Reintroduction Plan (TRP) was submitted to Ministry of Environment for approval, and protected area ranger's numbers were doubled. Building on the foundation of the initial program, with the support from WWF-Belgium in 2018, and under the new program named "STRIPES", additional activities have been implemented to strengthen existing capacity of law enforcement by improving Protected Area communication systems, building capacity of rangers, facilitating trans-boundary collaboration, raising awareness and conducting research and monitoring of tiger-prey species (ungulates) densities.

Approval of the Tiger Reintroduction Plan has been delayed. The delay is mainly due to uncertainties and concerns on behalf of the Ministry of Environment relating primarily to (a) long-term funding, and (b) risk of an unsuccessful program. Likewise, within WWF (globally), there has remained uncertainty regarding formal commitment of funding due to worries that Srepok Wildlife Sanctuary, the PA designated for tiger reintroduction, and particularly the core zone within the Sanctuary will not be protected from economic land/mining concessions. Concerns from both MOE and WWF gave rise to a series of steps that should be taken, to address stated concerns particularly within the context of long-term funding and mutual commitments for a period of at least 20 years. The uncertainties expressed by the Ministry and WWF have resulted in somewhat of an impasse around concrete actions relating to tiger reintroduction, though WWF values the landscape for its uniqueness and biodiversity, irrespective of the tiger's potential return.

The programme is designed to support the following results:

- Result 1: Increased Authorities' collaboration in PA governance in SWS and PPWS
- Result 2: Enhanced capacity of PA rangers and the MEU to tackle forest crimes inside and outside SWS and PPWS from patrolling to prosecution
- Result 3: New technologies deployment to detect and prosecute forest crimes
- Result 4: Ungulate (tiger prey) populations in SWS remain stable or increase in comparison to 2016
- Result 5: Leopard-populations remain stable or increase in comparison to 2016
- Result 6: Real-time landscape monitoring and communications are in place
- Result 7: Key personnel identified in WWF-KH's OD plan 2018-2020 is in place

2. Objective of the consultancy

Given the changing context in the Eastern Plains Landscape, there are two objectives to this evaluation:

Understanding whether the STRIPES implementing is delivering the desired results listed above
Supplement with an analysis of whether critical assumptions were met, and whether circumstances beyond WWF's control/influence have changed in such a way that desired results were not met
What elements in the current design and implementation can be updated/modified, based on the findings to the specific questions listed below.

Main questions

1. Level of delivery of mid-term targets identified in STRIPES programme (i.e. 2020 objectives)
 - a. Are the targets being met?
 - b. Was the theory of change (results chain & hypotheses for FY21-FY25) accurate?
 - c. Was the financial execution concordant with the results achieved?
 - d. Predictors to understand conservation status without WWF intervention
2. Gap analysis of proposed 2021-2025 Strategic Plan to determine if key actions are covered appropriately
 - a. Specific focus on rewilding (restocking wildlife through breeding or translocation) and global reflection on which parts of the STRIPES program are still relevant for continued implementation to achieve conservation goals in the EPL
3. Recommendations for adaptive management
4. Review and propose, to the extent deemed useful, revised and/or simplified indicators that may include those associated with human well-being targets. These should be considered as part of adaptive management recommendations noted above.

3. Scope of work/Major responsibility

Upon the confirmation of the assignment, the consultant will be responsible to deliver the following outputs:

<i>Key Deliverables</i>	<i>Comments</i>
Organize a scoping workshop with stakeholders, based on a methodology co-designed with an international evaluation consultant	Organise an evaluation scoping workshop with stakeholders to clarify the evaluation questions, the approach used (which is participatory) and define a schedule for the surveys with all the stakeholders
Study and review all relevant program document as well as data collection and analysis tools development	
Collect & analyse data	
Present the findings and recommendations in a workshop with stakeholders	Highly recommended: organise a feedback workshop before writing the first draft of the report, with the stakeholders involved in the study: partners and representatives of beneficiaries, to encourage appropriation of the evaluation

Present the first draft of the mid-term review report for comments from stakeholders	
Submit the final mid-term review report	

4. Requirements

The evaluator shall have the following expertise and qualification:

- At least 10-years' experience in conducting external evaluations of conservation/development programs, with mixed methods evaluation skills having flexibility in using participatory evaluation methods
- Good mastery of CAD evaluation criteria and results-based management
- Extensive experiences in forestry sector, especially with natural resource governance, livelihood development and value chain with relevant to practical sustainable development.
- Knowledge of Cambodia context (culture, institutions, society, and natural resource management governance).
- Extensive experience in facilitating strategic multi-stakeholder discussions and consensus building.
- Strong ability to inter-relate with different Cambodian stakeholders, both state and non-state officials including government officials, development agencies and civil society organizations.
- Demonstrate practice in managing work settings with attention to gender sensitivity and equity.
- Experience in collecting and analysing quantitative and qualitative data.
- Demonstrate strong commitment to delivering timely and high-quality results, i.e. credible evaluation and its report that can be used.
- Good communication skills and ability to communicate with various stakeholders and to express concisely and clearly ideas and concepts.
- Demonstrate strong strategic and analytical skills

5. Way forward for Mid-term of evaluation

The consultant will submit the proposal to WWF Cambodia for the selection. The application should be included: 1). Letter of interest and CV; 2). WWF Application form; 3). Propose methodology, and 4). Work plan and budget to jobwwfcam@wwf.org.kh with the subject line: Consultancy for Mid-Term Evaluation for the STRIPES Project.