



Country Manager (Cambodia)

Directorate: Conservation

Location: Cambodia – based in Phnom Penh with extended periods in the field

Reporting to: Head of International Programmes

Main function of post: To implement WWT's wetland conservation programme in Cambodia, including; community-based conservation, applied research, field staff coordination, and programme administration. The Country Manager will help define and deliver WWT's mission and strategic vision in Cambodia, representing WWT at national and regional levels to drive forward the protection and restoration of wetlands. In line with our MoU with the Cambodian Government, the Country Manager will support Cambodia to deliver on commitments made through the Ramsar Convention.

Supervisory responsibilities: Field teams, including Technical Advisors/Officers, researchers, Admin & Finance Manager, volunteers and students, as well as assisting with the oversight of partner field staff as and when appropriate.

Hours worked: 37 ½ hours per week, Full Time

Working pattern: Monday-Friday with flexibility required during field missions.

Responsibilities of the post

1. To deliver high impact community-based conservation and applied research projects at WWT project sites, including Boeung Prek Lapouv (BPL) and Anlung Pring (AP) Protected Landscapes.
2. Build upon WWT's assessment of the wetlands of the Cambodian Lower Mekong Delta to advocate for better protection and management of wetlands, and transitions to more sustainable practices.
3. To work with the Ministry of Environment and other project partners to enhance national recognition and international designations for key wetland sites in the Cambodian Lower Mekong Delta.

4. To manage specialist partnerships that support the financial viability of long-term sustainable livelihood programmes in and around AP and BPL. Current projects include sustainable rice production, community fisheries management and ecotourism.
5. To identify and seize upon opportunities for the WWT Cambodia Programme to influence wise use of wetlands within the Cambodian Lower Mekong Delta (CLMD).
6. To support local partners to develop and implement engaging environmental education and awareness campaigns.
7. To keep abreast of environmental and socio-economic issues and trends relating to sustainable wetland management in Cambodia and the wider Indo-Burma Region.
8. To run the WWT Cambodia office, and ensure WWT Cambodia's organisational policies and positions comply with legal requirements.
9. To help refine and support operational and financial administrative systems which facilitate the successful delivery and growth of WWT's Cambodia Programme.
10. To represent WWT externally as appropriate, including with partners and other key stakeholders in Cambodia.
11. To support the development of new funding proposals, and contribute to internal and external reporting needs as required.
12. To deliver, or contribute to the delivery of, internal or external training and support sessions as required.
13. To organise or contribute to the organisation of seminars, conferences and other events as required.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, as appropriate for the delivery of project or wider objectives.

Date raised: 8th Nov 2021

Person Specification

1. Qualifications

Essential:

- Masters in nature conservation or equivalent experience in the field of nature conservation.

Desirable:

- PhD in conservation or sustainable development

2. Experience

Essential:

- Experience in international community-based conservation
- Strong understanding of conservation issues in the developing world
- Proven track record delivering complex multi-stakeholder projects
- Ability to review literature, design focused research and coordinate field teams
- Knowledge and experience of wetland ecology and ecosystem services
- Experience working in remote areas and willingness to spend extended periods in the field, sometimes in testing conditions
- Excellent IT skills with good working knowledge of Microsoft Office

Desirable:

- Direct experience working on community-based conservation projects in SE Asia
- Development of sustainable finance mechanisms for local associations

3. Managerial & Supervisory

Essential:

- Proven direct management of staff, contractors and partners
- Able to coordinate and ensure the delivery of partner work programmes
- Able to motivate people with diverse skills and experience
- Supervision of researchers, volunteers and students

4. Responsibility

Essential:

- Proven ability to work independently with a high level of competence
- Strong organisational skills to include the ability to organise workload to achieve agreed targets
- Budgetary responsibility of over \$100k per annum

5. Creative Ability

Essential:

- Ability to interpret and analyse complex information to make well-informed decisions and/or provide relevant, accessible advice or briefings
- Excellent oral and written communication skills and the ability to adjust the style and content of communication according to need
- A goal-orientated approach with an ability to think creatively and adapt plans if required.
- Highly organized and self-motivated

6. Contact

Essential:

- Cultural sensitivity and awareness to build good relationships with local partners and stakeholders
- Ability to build good working relationships with individuals and organisations and to work effectively as a team member
- Exemplary diplomatic skills to liaise with national and regional government officials
- Excellent networking abilities

Desirable:

- Established network within SE Asian conservation
- Profile/reputation within the sustainable management/livelihoods community

General Notes

This is a full-time position based at our office in Phnom Penh, which will require work during some evenings, weekends and public holidays to meet the needs of the post. It will also require the flexibility associated with a post that involves extensive domestic travel for meetings and missions, and occasional international travel.