

## **GENERAL ANNEX 2.**

**Terms of Reference**

**Technical Assistance Team**

## TERMS OF REFERENCES: TECHNICAL ASSISTANCE TEAM

<b>A:</b>	<b><i>LONG TERM ADVISORS</i></b> .....	<b>2</b>
TA/1:	Biodiversity Conservation and PA Management Advisor - International ....	2
TA/2:	PICAD and Land Use Planning Advisor - International.....	4
TA/3:	Ethnic Minorities Development Advisor - International .....	6
<b>B:</b>	<b><i>SHORT TERM ADVISORS</i></b> .....	<b>8</b>
ST/1:	Financial & Institutions Management Advisor – International .....	8
ST/2:	Conservation Plant Ecologist - International .....	9
ST/3:	Ethnic Development Advisor/trainer - National .....	11
ST/4:	Rural Engineer - International.....	13
ST/5:	GIS and Data Base Management Advisor - International .....	14
ST/6:	Biodiversity Monitoring and Baseline Survey Specialist - International.....	15
ST/7:	Ranger Enforcement Training Specialist - International .....	16
<b>C:</b>	<b><i>TEAMS</i></b> .....	<b>17</b>
TM/1:	Botany and Ecological Survey Team .....	17
<b>D:</b>	<b><i>RECURRENT MONITORS</i></b> .....	<b>19</b>
RM/1:	International Monitoring Agency.....	19

## A: LONG TERM ADVISORS

### TA/1: Biodiversity Conservation and PA Management Advisor - International

**Responsible to:** Director, Executive Secretariat

**Main counterparts:** Exsec Director, Deputy Director, PPAM

**Inputs/duration:** 10/12/12/8/1/1 months in each of the first 6 years. Total 44 person months.

**Key responsibilities**

Support all aspects of NPA management and project implementation, providing critical appraisal of existing protected area management operations and arrangements and technical guidance on the introduction of new working practices.

Assist in the coordination of, and provide technical direction to the PPAM Division.

Act as a counterpart to Deputy Director responsible for the PPAM Division and provide day-to-day assistance and advice to this division.

Provision of independent advice, as required or sought by NT2 project principles, the World Bank and members of the Board of Directors in regard to PA management.

**Main tasks:**

Assist in all planning, implementation and reporting activities of the PPAM Division, culminating in Annual Progress Reports and Annual Operational Plans.

Assist in developing budgets and workplans to implement the PPAM program.

With support from the GIS/Database Unit, develop an MIS with associated spatial and attribute databases for PA management and monitoring information.

In cooperation with the relevant Deputy Directors, actively participate in the implementation of all FLUPAM activities

Assist in planning and provide guidance for the implementation of biodiversity conservation and protected area management activities.

Assist the IMA during its annual missions on biodiversity conservation issues.

Develop and maintain regular contacts with other relevant central government agencies, and international/regional educational institutions and NGOs with an interest in biodiversity conservation, so as to further the delivery of the conservation and wise use of natural resources in the NNT NBCA.

Cooperate with all WMPA Divisions to develop a Participatory Management Plan for the NPA based on and sensitive to the needs of all stakeholders.

**Duty Station:** Nakai District Town - WMPA Executive Secretariat headquarters.

**Qualifications required:**

Degree in the biological sciences, with post graduate training in wildlife and forestry conservation, natural resources management or a related discipline.

**Experience and Skills required:**

1. At least 12 years broad experience in multi-sectoral project management and field level implementation and demonstrated ability in either Protected Area Management, natural resources management, or conservation projects:
  - i) if main experience is in natural resource management, then it must be within the context of conservation, or must have a component of wildlife and forest conservation;
  - ii) if experience is in conservation then it must be within the context of PA management based on PICAD, or also have a component of rural development;
2. Substantial experience in PA management, alternative livelihoods, subsistence improvement, and biodiversity conservation and a broad based working experience in the region highly desirable, preferably Lao PDR, and the experience must be, of the most part, on a full time basis and at the field level.
3. Experience in participatory conservation techniques is essential, ideally with such experience in protected areas.
4. Ability to work effectively with counterparts, displaying an appropriate balance between leadership, on-the-job training and transfer of responsibility and skills to counterparts.
5. Demonstrated experience in the development of workplans and budgets, and the ability to write quantitative and qualitative (analytical) reports.
6. Understanding of the participatory approach to Protected Area Management.
7. Understanding of mapping, GIS software and the use of satellite data.
8. Fluency in English required and specifically, excellent writing and communication skills. Ability to speak and read Lao, or a demonstrable language ability to be able to learn it in a relatively short time.

---

## **TA/2: PICAD and Land Use Planning Advisor - International**

---

**Responsible to:** Director of the Executive Secretariat, but will work closely with the Deputy Directors responsible for the FLUPAM and LDC Division.

**Main counterpart:** Deputy Director, FLUPAM Division

**Inputs/duration:** 9/12/12/7/1/1 months in each of the first 6 years. Total 42 person months.

**Key responsibilities:**

1. Act as a direct counterpart to the Deputy Director and staff of the FLUPAM Division.
2. Provide overall direction and guidance to the implementation of the PICAD approach.
3. Ensure an integrated approach to PICAD by promoting good coordination among the FLUPAM, LDC and PPAM programs.
4. Work closely with the Community Development / EM Advisors to ensure effective mainstreaming of ethnic issues within the PICAD program.
5. Ensure that participatory approaches are mainstreamed throughout all SEMFOP programs.
6. Identify, develop and refine participatory tools appropriate to the needs of land use planning and management and develop skills in these with WMPA and relevant GOL staff in a hands-on manner.

**Principal Accountabilities/Main Tasks:**

1. Provide orientation and (as required) training and hands-on experience for WMPA and relevant GoL agency staff in participatory approaches relevant to natural resource management and PICAD in particular.
2. In conjunction with WMPA and relevant GoL staff, conduct participatory analysis, planning, and evaluation activities with stakeholder communities.
3. Act as a resource person for all participatory activities that take place during project implementation.
4. Submit a 'participation mainstreaming' report after each input, summarising progress and future recommendations to the Director of the Executive Secretariat.
5. Assist in the planning and provide guidance to the implementation of forest and land use planning, management and allocation at the village level.
6. Following village level land and resource use planning, assist in macro level planning, zonation, access management, etc for the NT2 Watershed/NPA as a whole based on community forest land use plans.
7. Provide guidance to the development of a FLUPAM MIS and the operation of its associated spatial and attribute data bases.

**Qualifications required:**

Although a degree in the biological sciences, social sciences, or a relevant natural resource management discipline from an internationally recognized University is required, experience and a proven track-record in the field application of participatory approaches to land use planning and resource management will take precedence over academic qualifications.

**Experience required:**

At least 10 years experience in the use of participatory approaches in any natural resource management field.

A proven track record in the field of rural development and/or agricultural extension at the field implementation level.

Extensive experience in implementing participatory approaches in the field with local communities, preferably addressing natural resource management issues, ideally in SE Asia and with ethnic minorities.

Substantial experience in participatory land use planning preferably within a protected area management and ICDP framework and preferably with ethnic minorities under customary land use management.

The ability to work in remote areas and the physical capacity to conduct extensive fieldwork in difficult terrain.

Knowledge of the Lao language essential, or a demonstrable ability and resolve to learn the language in a short time.

**Duty Station:**

Nakai District Town (WMPA headquarters) with extended stays in the watershed villages. At least 40 % of the advisors time will be spent in villages working with WMPA and GoL staff.

---

**TA/3: Community Development / Ethnic Minorities Advisor - International**

---

**Responsible to:** Director of the Executive Secretariat and Deputy Director responsible for the LDC Division.

**Main counterpart:** Deputy Director, LDC Division.

**Inputs/duration:** 9/12/12/7/1/1 months in each of the first 6 years. Total 42 person months.

**Key responsibilities:**

1. Responsible for recommendations concerning social and ethnic aspects that would facilitate project objectives in a culturally sensitive manner.
2. Making sure that social and ethnic development issues are addressed in an effective and practical manner within the framework of project activities and are mainstreamed across all SEMFOP programs.
3. Ensuring that indigenous knowledge is identified, properly understood and effectively integrated into livelihood development activities under PICAD, wherever applicable and appropriate.
4. Ensuring that customary land and resource use management practices for the various communities/groups are identified, properly understood and effectively integrated into the land and resource use management activities under PICAD.
5. Ensuring that livelihood development programs are planned in an ethically and culturally inclusive and sensitive manner and that activities reflect the needs and aspirations of all ethnic groups.
6. Ensuring that WB policies and procedures related to social and ethnic development issues are adequately addressed in accordance with GOL policies and goals for development.

**Principal Accountabilities/Main Tasks:**

1. In collaboration with national Community Development / EM advisor, work closely with the FLUPAM, Livelihood Development and Participatory Protected Area Management Programs to ensure that ethnic minority issues are mainstreamed across all SEMFOP programs, following a PICAD approach.
2. In cooperation with the PPAM and FLUPAM programs, develop integrated programs for appropriate livelihood development in all target villages.
3. Through intensive effort in the early years, assist the national Community Development / EM advisor in the design and implementation of sensitization and training for relevant WMPA staff in ethnic minority development and develop a mainstreaming strategy for this over the entire period of the SEMFOP.
4. Identify appropriate NGOs and other experts, national and international, to work with particular ethnic groups, particularly the Vietic and Hmong, and collaboratively develop appropriate ToRs which reflect SEMFOP needs and the unique skills of the NGO and/or expert in question.
5. Review all literature and reports on the NT2 Watershed area and previous project activities in regard to ethnic minority issues and incorporate information in an ethnic baseline benchmark, where valid and appropriate.

6. As part of, and contributing to, ongoing PICAD programs, conduct participatory investigations and consultations - using PRA/PVA or informal methods – critically analyze the methods used and the success of those land and resource use management, livelihood, health, education and environmental interventions being carried out by the project.
7. Across all programs, act as a resource person for all social and ethnic issues that arise during project implementation.
8. Submit a Social and Ethnic Development Report each year, summarizing findings and recommendations to the Director of the Executive Secretariat.

**Qualifications required:**

Degree in Sociology, Anthropology or Development Studies from an internationally recognised University. Post graduate degree in similar fields is highly desirable.

**Experience required:**

1. At least 7 years in related fields of development including social and ethnic issues in SE Asia.
2. Proven ability to conduct culturally sensitive consultations which produce realistic results and lead to positive outcomes.
3. A proven track record in rural and community development, preferably in an integrated conservation and development context.
4. Proven ability to apply social science theory and methodologies in the field.
5. Experience in the Lao PDR, in ethnic issues, social development or a related field.
6. Experience working in remote areas and extensive fieldwork assignments, preferably in relation to ethnic issues in Lao PDR.
7. Knowledge of Lao and ethnic dialects would be a distinct advantage.

**Duty Station:**

Nakai District Town (WMPA headquarters) with extended stays in the watershed villages. At least 60 % of the advisors time will be spent in villages.



## **B: SHORT TERM ADVISORS**

---

### **ST/1: Financial & Institutions Management Advisor – International**

---

**Responsible to:** Chairman, Board of Directors

**Main counterpart:** Deputy Director, Administration Division

**Inputs/Duration:** 2/1/0/1/0/1 months in each of the first 6 years. Total 5 person months.

**Key responsibilities:**

Development of the administrative and financial procedures of the Executive Secretariat.

Provide independent advice to the BoD and the IMA as to the effectiveness of the administrative and financial procedures of the Executive Secretariat, and their implementation.

**Principal Accountabilities/Main Tasks:**

Assist the Executive Secretariat in the establishment of relevant bank accounts, and systems for the operation of the bank accounts.

Assist the Executive Secretariat in developing its financial and accounting systems.

Train the relevant Executive Secretariat staff in the operation of this accounting system.

Assist the Executive Secretariat in developing personnel management and staff appraisal systems.

**Duty Station:** Nakai District Town - WMPA headquarters

**Qualifications required:**

1: MBA, or similar with post-graduate or formal training in accountancy

**Experience required:**

20 years experience in the financial and administrative management of a large government or semi-government organization. Experience with the context of a 'project' rather than a government organization may be acceptable.

At least 50 % of this experience must be within the context of natural resources management or rural development.

At least 20 % of this experience must be within the context of Protected Area management

At least 5 years of this experience must be in South East Asia, ideally the Lao PDR.

A demonstrable ability to work effectively with technical scientists and a proven track record in the development of financial and management systems appropriate for technical project implementation.

Ability to speak and read Lao, or a related language, would be a definite advantage.

Computer use and relevant administrative and financial software skills are essential.

---

## **ST/2: Conservation Plant Ecologist - International**

---

**Responsible to:** Director, Executive Secretariat

**Main counterpart:** Deputy Director, PPAM Division

**Inputs/Duration:** 0/2/2/1/1/0 months in each of the first 6 years. Total 6 person months.

### **Key responsibilities**

To impart professional discipline and knowledge to the BMMP Division.

To initiate the botanical component of ecological research within the BMMP division.

To assist in liaison with organizations or individuals who may wish to undertake botanical or flora ecological research in the NT2 watershed.

### **Duties/tasks:**

Plan and undertake botanical surveys in the NT2 watershed.

Train WMPA staff and help plan the conduct of further botanical surveys.

Review and compile the results of botanical surveys undertaken by (i) WMPA staff, and (ii) the NUOL biology department.

Establish permanent botanical plots in different habitats of the NPA, and describe the structure and composition of those plots. Also set-up a protocol for monitoring of phenology of those plots.

Assist in the development of a descriptive and ecological and habitat zonation.

Assist in the identification and listing (using botanical, English and local names) of botanical forest products gathered and used by NPA residents, whether they be for commercial or subsistence use. Indicate the uses made of these botanical products. Indicate species with unknown or unsure botanical names, and indicate botanical species which may be endemic to the area.

Assist in NTFP survey and mapping in or near villages.

Check the working of the forest survey and inventory team (FIPC) in terms of;  
assist in correct identification of tree species;  
assist in describing tree regeneration status and processes;

Assist the wildlife ecology team in describing the vegetation associations and ecology of wildlife habitats.

Carry out knowledge transfer and training to local counterparts as appropriate.

Prepare a series of technical reports on the above studies, or as required.

Make recommendations for the conduct of further surveys and investigations aimed at developing a comprehensive understanding of the botanical diversity of the area, and role of plants in human or wildlife ecology.

**Location:** Project office - Nakai District  
Field work - Forests in and around the NT2 Watershed/NPA

### **Qualification and experience**

Graduate or post-graduate qualifications in botany and/or vegetation management, with

extensive field experience in SE Asia in botanical surveys and ethnobotanical assessments.

Ability to work with local communities in a participatory manner, preferably with ethnic minorities.

Proficiency in Lao or related languages, an advantage

---

**ST/3: Community Development / EM Advisor/trainer - National**

---

**Responsible to:** Director of the Executive Secretariat and Deputy Directors for FLUPAM, LDC and PPAM Divisions.

**Main counterparts:** Deputy Directors, Technical Divisions. Long-term Ethnic Advisor.

**Inputs/duration:** 0/2/2/3/4/3 months in each of the first 6 years. Total 14 person months

**Key responsibilities:**

---

1. Responsible for designing and implementing ethnic minority development training and sensitization programs for relevant (all field implementation staff) WMPA staff across all programs.
2. Working with the International Community Development / EM Advisor to ensure that social and ethnic development issues are addressed in an effective and practical manner within the framework of project activities and are mainstreamed across all programs.
3. Working with the International Community Development / EM Advisor to ensure that WB policies and procedures related to social and ethnic development issues are addressed in accordance with GOL policies and goals for development
4. Work as a professional partner of the International Community Development / EM advisor to learn new skills and techniques in the first 3 years to develop adequate capacity to take on all duties in year 4.

**Principal Accountabilities/Main Tasks:**

1. In collaboration with international Community Development / EM advisor, work closely with the FLUPAM, Livelihood Development and Biodiversity Management Programs to ensure that ethnic minority issues are mainstreamed across all SEMFOP programs, following a PICAD approach.
2. Through intensive effort in the first year, assist the international Community Development / EM advisor in the design and implementation of sensitization and training for relevant WMPA staff in ethnic minority development and develop a mainstreaming strategy for this over the entire period of the SEMFOP.
3. Review all literature and reports on the NT2 Watershed area and previous project activities.
4. Conduct, or plan and monitor the conduct of, a reasonably detailed social and ethnic survey of all villages in the NT2 Watershed and make recommendations regarding project implementation strategy and monitoring activities.
5. As part of, and contributing to, ongoing PICAD programs, conduct participatory investigations and consultations - using PRA/PVA or informal methods – critically analyze the methods used and the success of those land and resource use management, livelihood, health, education and environmental interventions being carried out by the project.
6. In cooperation with the relevant PICAD program, monitor project interventions and their impacts on communities in terms of the WMPA goals and WB and GOL policies and objectives.
7. Across all programs, act as a resource person for all social and ethnic issues that arise during project implementation.

8. Submit a Social and Ethnic Development Report each year, summarising findings and recommendations to the Director of the Executive Secretariat.
9. By the end of year 3 ensure that skills have been adequately upgraded to be capable of sustaining the early SEMFOP EM initiatives over the remainder of the project.

**Qualifications required:**

Degree in Sociology, Anthropology or Development Studies from an internationally recognised University or a degree or diploma from a Lao tertiary level educational institution.

**Experience required:**

1. At least 5 years in related fields of development including social and ethnic issues in SE Asia.
2. Proven ability to conduct culturally sensitive consultations which produce a realistic results and led to positive outcomes.
3. Proven Ability to produce quality and correct reports.
4. Proven Ability to apply social science theory and methodologies in the field.
5. Having worked abroad in social development or related field would be a huge advantage.
6. Experience working in remote areas and extensive fieldwork assignments in relation to ethnic issues.
7. Excellent knowledge of English is essential as is a demonstrable ability in writing in English. Facility in any of the ethnic languages found in the NT2 Watershed/NPA would be a big advantage.

**Duty Station:** Nakai District Town (WMPA headquarters) with extended stays in the watershed villages. At least 60 % of the advisors time will be spent in villages.

---

**ST/4: Rural Engineer - International**

---

**Responsible to:** Director of the Executive Secretariat

**Main counterpart:** Deputy Director, LDC Division

**Inputs/duration):** 3/3/0/0/0 months in each of the first 6 years. Total 6 person months.

**Key responsibilities:**

To ensure the design and construction of access routes, irrigation and other infrastructure is based on adequate site surveys, participatory analysis with villages and technically correct and sound designs.

**Principal Accountabilities/Main Tasks:**

**Input 1 (3 months):**

- 1: Compile and collate all available information, reports, designs and the like etc, on (i) roads and access and (ii) irrigation systems in the NT2 Watershed-NPA.
- 2: Conduct a workshop of stakeholders to gain their input as to the strategies and sites for irrigation and access development.
- 3: Undertake, with WMPAS staff, preliminary site investigations and in-field and in-village discussions with stakeholders.
- 4: Refine the access development and irrigation development strategy and plan.
- 5: Present plan to stakeholders meeting, and finalise plan.
- 6: Initiate detailed survey and designs of selected sites.
- 7: Provide guidance and a workplan for WMPA staff to continue to undertake detailed surveys, designs and BoQs for selected sites.

**Following Input (2 months):**

- 8: Review the completion, or on-going progress, of surveys and designs and BoQs.
- 9: Review and analyze the conduct of construction works.
- 10: Assist in further surveys and design work.
- 11: Assist in further workplan development and construction scheduling.

**Location:** Project office - Nakai District  
Field work - Forests in and around the NT2 Watershed-NPA

**Qualifications required:**

Degree in civil, rural, irrigation or related engineering discipline.

**Experience required:**

- 1: At least 15 years experience in rural engineering.
- 2: At least 5 years of this experience in the Lao PDR or S.E. Asia.

---

## **ST/5: GIS and Data Base Management Advisor - International**

---

**Responsible to:** Director of the Executive Secretariat

**Main counterparts:** Deputy Directors, Technical Divisions  
GIS Officer

**Inputs/duration:** 2/1.5/1/0/0/1 months in each of the first 6 years. Total 5.5 person months.

**Key responsibilities:**

To assist the WMPA establish, develop, manage and use its GIS database and mapping systems as the foundation for the analysis and presentation of geographical, socio-economic and biodiversity information generated by PICAD.

To ensure that the GIS database is a useful tool for the projects (participatory) land and forest use planning, management and allocation activities, at both NPA and village level, for the Biodiversity monitoring, management and protection activities.

**Main Tasks:**

1. Review GIS maps and information available to date and make a recommendation for the 6 year development and management of the GIS database and mapping systems.
2. Assist and guide the digitizing of new data.
3. Assist in organizing and then train in the management of the database.
4. Assist and train in the use of the 'dem'.
5. Assist and train in the manipulation and use of satellite data.
6. Assist in the production of a range of maps illustrating the areas geography, socio-economy, biodiversity and administration.
7. Assist and train in the use of the digitized topo maps – for any users.
8. Assist and train in the use of GPS, and the downloading of GPS data into the database.
9. Identify any gaps in basic data, and develop a plan to obtain the same.
10. Assist and train in the production of a full range of maps illustrating the areas geography, socio-economy, biodiversity and administration, and thematic maps.

**Location:** Project office - Nakai District  
Field work - Village and forests in and around the NT2 Watershed-NPA

**Experience and skills required:**

- 1: Experience in development and management GIS systems, based on mapinfo.
- 2: At least some of the experience must be in projects/programs related to rural development, preferably including Protected Area management.
- 3: Ability to train Lao staff (thus Lao language skills preferred) to impart GIS knowledge and skills.

---

**ST/6: Biodiversity Monitoring and Baseline Survey Specialist - International**

---

**Responsible to:** Director, Executive Secretariat

**Main counterparts:** Deputy Director, PPAM, long term PPAM Advisor

**Inputs/duration:** 4/1/1/1/1 months in years 1-6. Total 9 person months.

**Key responsibilities**

- 1) Establish a foundation for future monitoring of conservation outcomes for the NT2 Watershed/NPA, by conducting a biodiversity baseline survey through ground-based biological survey and inventory.
- 2) Provide hands-on, training in technical biodiversity monitoring skills to a core group of staff from the PPAM Division.
- 3) Identify major threatened wildlife species and indicator species and develop and implement monitoring systems for these.

**Main tasks:**

1. Design and implement a baseline biodiversity survey.
2. Establish a biodiversity monitoring system to be used by the PPAM Division.
3. Establish a quarterly cumulative reporting system on quantitative and qualitative observations, including maps of sightings of main species.
4. Design systems for camera trapping, systematic ground transects and semi-structured interviews as key elements of the biodiversity monitoring systems.
5. Provide hands on training to selected PPAM staff in biodiversity baseline and monitoring techniques.
6. Contribute to all planning, implementation and reporting activities of the PPAM as related to biodiversity monitoring.
7. Cooperate with all WMPA Divisions as related to biodiversity monitoring.
8. Develop and maintain regular contacts with other relevant central government agencies, and international/regional educational institutions and NGOs with an interest in biodiversity monitoring.

**Duty Station:** Nakai District Town - WMPA Executive Secretariat headquarters.

**Qualifications required:**

Degree in the biological sciences, with a higher degree in biodiversity conservation.

**Experience and Skills required:**

1. At least 12 years professional experience in conservation and wildlife monitoring.
2. Experience in Protected Area Management, preferably within an ICDP context.
3. A state-of-the-art knowledge of biodiversity monitoring systems including, camera trapping, systematic ground transects and semi-structured interview techniques.



---

## **ST/7: Ranger Enforcement Training Specialist - International**

---

**Responsible to:** Director, Executive Secretariat

**Main counterparts:** Deputy Director, PPAM, long term PPAM Advisor

**Inputs/duration:** 3 months in year 1. Total 3 person months.

### **Key responsibilities**

- Developing a field patrolling system for WMPA rangers and VCMUs.
- Identifying appropriate methods and techniques for law enforcement, first aid, field data gathering and reporting, map reading, GPS use, basic wildlife recognition and interpretation of the national legal framework and provide training of trainer (TOT) training in these.
- Establish 2-3 ranger patrol teams capable in the above techniques.

### **Main tasks:**

1. Conceptualize a rational system of patrolling for the NNT NPA including patrol routes, communications systems, reporting.
2. Lead and provide oversight of TOT patrol teams during the initial period of 3 months.
3. Conceptualize a system of local information gathering on wildlife trade and to design interdiction strategies.
4. Initiate collaboration between the WMPA, local police and military officials on control of wildlife trade.
5. Conceptualize and design a system of community wildlife monitoring and enforcement teams.
6. Help initiate a program of public education and outreach on wildlife trade issues.
7. Contribute to the development of an appropriate management information system to integrate ranger patrol data with other forms of relevant NPA management information.
8. Cooperate with all WMPA Divisions as related to patrolling and enforcement.

**Duty Station:** Nakai District Town - WMPA Executive Secretariat headquarters.

### **Qualifications required:**

Higher degree in the biological sciences, preferably in biodiversity conservation.

### **Experience and Skills required:**

1. At least 12 years professional experience in conservation and wildlife management and patrolling.
2. Experience in Protected Area Management, preferably within an ICDP context in S.E. Asia.
3. A state-of-the-art knowledge of PA patrolling systems and enforcement techniques.

## C: TEAMS

### TM/1: Botany and Ecological Survey Team

**Responsible to:** Deputy Director – Technical

**Main counterparts:**

1. Deputy Director, PPAM Division
2. PPAM Advisor (CTMA)
3. Flora Monitoring and Management officer.

**Inputs/Duration:** 0/2/2/2/2/1 months in each of the first 6 years. Total 9 team months.

**Key responsibilities:**

Assist the International Botanist and the WMPA's Flora Monitoring and Management officer in the development of a botanical database, and a better understanding of the floral ecology and habitats of the NT2 Watershed-NOPA.

Provide a long term link between the NUOL, and its students, to the WMPA.

**Main Tasks:**

By the conduct of forest and village surveys, assist in the identification of forest products gathered and used by NPA communities whether they be for commerce or subsistence.

Assist in identifying species which may be endemic to the area.

Assist in the NTFP survey and mapping in pilot villages (part of FLUPAM).

Determine any significant ethnobotanical linkages between forest ecosystems and the cultures of local communities, including recording appropriate aspects of indigenous environmental (botanical) knowledge and management that can contribute to the long term management of the area.

Assist the forest inventory and FLUPAM teams to understand villager's forest and land classification systems, and in the incorporation of such indigenous botany into an appropriate forest and land classification in the NPA.

Assist in producing drafts of an ecological vegetation map and indicate areas of high conservation value.

Transfer knowledge to local counterparts.

At the end of each input prepare updated technical reports and the botanical database.

Make recommendations for the conduct of further surveys and investigations aimed at developing a comprehensive understanding of the botanical diversity of the area, and role of plants in human or wildlife ecology.

**Location:** Project office - Nakai District  
Field work - Forests in and around the NT2 Watershed-NPA

**Experience and skills required:**

1: Main team members must have at least 10 years experience in botanical surveys.

2: Main team members must be able to work effectively with ethnic group villagers.



## D: RECURRENT MONITORS

RM/1: International Monitoring Agency

---

**Responsible to:** Chairman, WMPA Board of Directors

**Inputs/duration:** 1/1/1/1/1 months in each of 6 years. Total 6 months

**Key responsibilities**

Review work done, activities conducted and progress made under each of the technical programs on an annual basis.

Examine budget spent and accounts for the 12 month period, in the previous year, and ensure that monies spent were in accordance with the annual workplans.

Review the annual workplan and budget for the upcoming year and ensure that these are in line with SEMFOP objectives.

**Principal Accountabilities/Main Tasks:**

Review all technical activities conducted and assess the progress made towards achieving SEMFOP stated objectives.

Provide recommendations for amendments to future workplans based on the progress made and lessons learned.

Review current and following year annual work plans and budgets and ensure that these are consistent with WMPA goals and objectives.

**Duty Station:** Nakai District Town - WMPA headquarters  
Field evaluations - Villages in the NT2 Watershed/NPA