



Job Description

1. Position Identification

Position Title:	ESMF Development Consultant	Agreed by: (Staff's Signature)	
Division/Department:	Environmental and Social Safeguard Framework (ESSF)	Agreed by: (Supervisor's Signature)	
Reporting to: (Position Title)	Conservation Director	Agreed by: (CEO's Signature)	
Subordinate Position Title:			
Number of Subordinates:		Effective Date:	1-Sep-24
		Invalid Date:	31-Dec-24
Base Location:	Bangkok		

Background and Purposes:

The Dawna Tenasserim Landscape (DTL) encompasses a vast area (180,000 sq km) in Western Thailand, including the Kaeng Krachan Forest Complex (KKFC) and the Western Forest Complex (WEFCOM), linked by the Tenasserim Corridor. Notably, 30,539 sq km are designated as protected areas, with the KKFC being a conservation focal point due to its rich biodiversity and indigenous communities (Phu Tai Dam, Thai Puan, Karen). This also includes the Mae Ping landscape in the northern part and Karng Krung National Park in the southern part of the country.

WWF Thailand's conservation initiatives in the DTL primarily target the protection and restoration of tiger populations and the control of illegal wildlife trade. These efforts are complemented by habitat monitoring, environmental education, and projects aimed at improving local livelihoods. However, the conservation work in the DTL is not without its challenges. The landscape is confronted with various safeguard risks including potential impacts on cultural resources, disputes on land rights and access to forest resources, community health and safety issues, and the protection of natural habitats. As a result of the DTL SST review process, WWF Thailand is now developing the ESMF to address the E&S risks of WWF-supported activities effectively.

Objective:

Following a recent DTL project review, WWF Thailand seeks an Environmental and Social Safeguard Specialist (ESMS) to develop an Environmental and Social Mitigation Framework (ESMF). This framework will effectively address E&S risks associated with WWF-supported activities within the DTL in Thailand.



2. Major Role Responsibilities

Roles		Percentage of Role Expectation
1	Review existing documentation and reports related to the WWF projects in DTL landscape, including environmental and social impact studies/ assessments for the process of ESMF development	10 days
2	Conduct consultations and technical meetings with WWF staff working in DTL to gather information and insights about the projects/programs in DTL for the purpose of developing a comprehensive ESMF	15 days
3	Conduct stakeholder consultations with local communities, government agencies, NGOs, indigenous groups, and relevant stakeholders to gather insights, address concerns, and establish consensus on environmental and social challenges in the DTL for the development of a comprehensive ESMF. Local communities will be identified jointly with project teams based on specific project sites within the Mae Ping Watershed in Chiang Mai province, Upper Western Forest Complex in Nakhon Sawan, and Kampaengphet provinces, Tenasserim Corridor, and Krui Buri National Park in Kanchanaburi, Ratchaburi, and Phetchaburi provinces respectively.	30 days
4	Develop a comprehensive Environmental and Social Mitigation Framework (ESMF) that includes mitigation measures, monitoring mechanisms, and indicators for assessing effectiveness based on WWF risk assessment methodology, SEPs, CAT MEMO, and DTL Environmental and Social Risks Assessment, as well as WWF Thailand SMT and ESSF Focal Point feedback	45 days
5	Develop a detailed framework that outlines the specific steps, processes, and criteria for establishing a robust grievance mechanism established specifically to address the needs and concerns of communities impacted by the project in DTL	10 days
6	Prepare, organize and facilitate the training workshops aimed at integrating the Environmental and Social Management Framework (ESMF) into the ongoing conservation and development initiatives within the DTL landscape with WWF Thailand staff and partner organizations	10 days
Total		120 Days

3. Working Relationships

Internal	
Parties	Objectives
Conservation Director	The consultant will report directly to the Conservation Director to align the ESMF development process with the overall conservation goals and strategies of WWF Thailand. This includes understanding the conservation priorities, objectives, and long-term vision.
Project /Program Managers in DTL	The consultant needs to collaborate with Project/Program Managers in DTL to understand specific project requirements, environmental and social challenges, and ongoing initiatives. This involves integrating the ESMF into existing projects and coordinating efforts to address environmental and social risks effectively.
ESSF Manager	The consultant will collaborate with the ESSF Manager to leverage their knowledge and ensure that the ESMF incorporates standards and regulatory requirements.



External	
Parties	Objectives
Stakeholders in WWF Thailand projects within DTL projects sites	Engage in constructive stakeholder meetings and consultations involving local communities, governmental bodies, non-governmental organizations, indigenous communities, and pertinent stakeholders to acquire perspectives, mitigate issues, and foster agreement regarding environmental and social issues within the DTL.

4. Experience Skills and Competencies

Minimum Education Level
<ul style="list-style-type: none"> • Doctoral degree (Preferred) / Master degree in a relevant field such as Environmental Science, Environmental Management, Social Sciences (with a focus on community development or social impact), Human Rights, International Development, or a related discipline is typically required.

Minimum Experiences	
<ul style="list-style-type: none"> • Minimum of 7 years of professional experience, including 3 years focused on implementing environmental and social safeguards in complex projects and overseeing risk management in Thailand • Proven track record of engaging directly with local communities in project management, particularly in the areas of environmental and social safeguards and risk management. 	Mandatory

Minimum Language Proficiency Level				
English	Listening	Fluent	Reading	Fluent
	Speaking	Fluent	Writing	Fluent
Others (Specified)	Fluent in Thai language as this role will interact directly with local communities and Thai stakeholders in the landscape			Mandatory



Technical Competencies		
<ul style="list-style-type: none"> • Possess a strong understanding of human rights and the capacity to apply human rights and humanitarian law frameworks to WWF's safeguarding and risk management initiatives 		Mandatory
<ul style="list-style-type: none"> • Solid comprehension of Indigenous People's Rights and Free, Prior, and Informed Consent (FPIC) principles. 		Mandatory
<ul style="list-style-type: none"> • Demonstrated expertise in designing training programs, facilitating workshops, providing coaching and mentoring, and enhancing organizational capacity. 		Preferred
<ul style="list-style-type: none"> • Fluent in Thai and English with excellent written and verbal communication abilities. 		Preferred
<ul style="list-style-type: none"> • Knowledge and experience in addressing additional social issues such as gender equity, diversity, inclusion, poverty, and child protection is advantageous 		Preferred
<ul style="list-style-type: none"> • Strong understanding of environmental and social safeguards standards 		Preferred
<ul style="list-style-type: none"> • Excellent communication, stakeholder engagement, and conflict resolution skills. 		Preferred

Behavior Competencies		
<ul style="list-style-type: none"> • Exhibits behaviors consistent with WWF values, including courage, integrity, respect, and collaboration 		Mandatory
<ul style="list-style-type: none"> • Ability to integrate WWF values into daily work activities, including report writing, and possess strong facilitation skills 		Mandatory



5. Achievement Indicators

Key Performance Indexes	
<ul style="list-style-type: none">• DTL SST, CAT Memom, and other assessments and studies related to environmental and social risks in DTL were reviewed and referred to during the development of the ESMF. This includes the WWF staff consultations that were conducted to gain information and insight about the conservation works in the DTL.	By 25 Sep 2024
<ul style="list-style-type: none">• 3 stakeholder consultations were conducted in DTL covering the northern, middle, and southern parts of the landscape.	By 30 Oct 2024
<ul style="list-style-type: none">• The first draft of the Environmental and Social Mitigation Framework (ESMF) was submitted to WWF Thailand for review and comet	By 15 Nov 2024
<ul style="list-style-type: none">• The final Environmental and Social Mitigation Framework (ESMF) based on the consultations and feedback from WWF Thailand was submitted	By 15 Dec 2024
<ul style="list-style-type: none">• Submit the GRM framework at the landscape level for the projects in DTL	By 30 Dec 2024
<ul style="list-style-type: none">• ESMF integration workshop for WWF Thailand was conducted	By Dec 2024

Interested should submit the documents by Friday,

30 August, 2024 to procurement@wwf.or.th

The subject line of the email must be marked with the title: “ESMF Development Consultant”.