



## JOB DESCRIPTION

Position : **Conservation Veterinarian**  
Reports to : Biodiversity Research & Monitoring Manager  
Supervises : National veterinarian counterparts  
Location : Mondulhiri Province, Eastern Plains Landscape, Cambodia  
Anticipated start date : March 2022

### **Background:**

WWF-Cambodia was established in 1995, as part of the WWF-Greater Mekong Programme. In the Eastern Plains Landscape (EPL), we focus on a WWF Global ecoregion, one of Earth's most outstanding terrestrial habitats: The Lower Mekong Dry Forest. For over a decade, WWF-Cambodia has committed to supporting local communities, government partners, and other stakeholders in protecting their wealth of natural resources. The EPL in Eastern Cambodia and central Vietnam, comprises one of the largest remaining expanses of a severely threatened forest type: lowland Deciduous Dipterocarp Forest and harbours globally significant populations of endangered wildlife including the largest global population of wild Banteng (*Bos javanicus*) in its native range, Cambodia's largest population of Asian elephants (*Elephas maximus*), a diverse birdlife including critically endangered vulture and ibis species, and some of the last remaining Eld's deer (*Rucervus eldii*) and critically endangered Siamese crocodiles (*Crocodylus siamensis*) in the country.

As the world is facing a biodiversity crisis, the Southeast Asia region is facing particular intensifying threats from hunting and snaring fueled by the international trade in wildlife and wildlife parts, and from habitat loss and fragmentation driven primarily by infrastructure and unsustainable development of the agriculture and extractive sectors. The deterioration of ecosystem health and risk factors associated with the wildlife trade, places additional pressure on wildlife through emerging diseases. To ensure the long-term survival and recovery of remaining fragile populations of threatened wildlife, innovative species recovery measures are urgently required in the EPL. In addition, an improved understanding of wildlife movement patterns and wildlife health is essential to developing effective strategies that maintain habitat and population connectivity and inform the development of One Health conservation approaches.

### **Position Summary**

We are seeking a dynamic, self-driven, and collaborative individual for the unique role of 'Conservation Veterinarian' to join our team in the magnificent Eastern Plains Landscape in Cambodia. This exciting new position will involve the ongoing development and implementation of an elephant collaring initiative, a species recovery programme, and a One Health conservation strategy. She/he will conduct and oversee on-the-ground field-based veterinary work with free-ranging wildlife (including Asian elephants), as well as mentor and train an in-country collaring team. This position provides a unique

opportunity to further develop and expand new programmes and initiatives related to wildlife veterinary research, rewilding, and wildlife/ecosystem health.

## **Main Duties and Responsibilities**

### **1. *Effectively develops, plans, manages, and implements all aspects of wildlife health and veterinary components of the WWF EPL conservation programme***

- Manage and implement existing work plan to collar elephants and monitor their movements;
- Provides technical input to the development of a multi-year 'rewilding' and species recovery programme, in particular on disease management and control, wildlife translocations, and wildlife health;
- Support the development of disease prevention, control, and management systems related to metapopulation management (e.g. restocking/supplementation/relocation);
- Identify sources for procurement, and with support from the procurement department, organise the cost-efficient and timely procurement of wildlife veterinarian materials, in particular veterinary drugs, collars, darts, and transmitters.

### **2. *Field-based wildlife veterinary work***

- Partake in bi-monthly 8-day missions (during the appropriate field season, and guided by experienced rangers) with the aim of locating and tracking elephant herds. When suitable conditions arise, lead the chemical immobilization/sedation and monitoring during the collaring process while providing on-the-job coaching to the counterparts;
- In conjunction with the Biodiversity Research and Monitoring team, conduct post-monitoring of successfully collared individuals;

### **3. *Strengthening in-country wildlife veterinary capacity on wildlife handling, health, and wellbeing***

- Establish and supervise a team of veterinarian counterparts and provide targeted capacity building, training, mentorship, and on-the-job coaching in wildlife veterinary, animal health and wellbeing, and wildlife disease/zoonosis;
- Re-establish and build the capacity of the wildlife/elephant collaring team (this includes veterinarian counterparts as well as rangers/trackers), perform knowledge/skill gap assessment and provide targeted training and on-the-job-coaching;

### **4. *Communications and Coordination***

- Be a proactive member of the Landscape Senior Management Team and ensure regular communication with other landscape thematic managers, and Communication Department;
- Coordinate and liaise with key government partners, in particular the Ministry of Environment, and the Ministry of Agriculture, Forestry, and Fisheries, as well as NGO partners, wildlife rescue centres, and other relevant stakeholder on wildlife health, rescue, and veterinary topics;
- Coordinate with relevant technical experts and regional team members.

## **I. *Secondary Duties and Responsibilities***

- Support the Conservation Programme Director, Programme Development Manager, and EPL Senior Management Team in expanding the programme and securing funds;
- Support the development of (research) proposals on themes related to disease outbreaks in wildlife populations, zoonotic disease, wildlife health, One Health approach, translocation, and

- species recovery;
- Provide emergency clinical care of injured/confiscated wildlife and recommendations for transition to recovery centres and/or release;
- Provide first response to emergency wildlife health incidents (e.g. poisoning incidents, dangerous snared animals, abandoned infants, collisions etc.);
- Where appropriate, support visiting researchers/students on wildlife veterinary and wildlife health related subjects;
- Provide technical guidance, capacity building, and support to rangers and WWF Cambodia staff in programmes and projects related to wildlife health and veterinary as determined by project activities and work plans. For example, regular training on stabilising and handling injured animal for transfer to a recovery centre;
- Contribute to public outreach efforts; stewarding donors; and ensuring timely reporting;
- Set-up/part-take in regular exchanges (knowledge, tools etc.) with other wildlife health/veterinary programmes and relevant conservation NGO/academic partners in country;

## II. Qualifications

### Education & Experience

- Fully qualified veterinarian (DVM or equivalent), MSc/PhD in wildlife/ecosystem health, epidemiology, veterinary science or similar field;
- At least 3-years direct field-based free-ranging wildlife veterinary experience;
- Experience tracking and leading the chemical immobilisation/anaesthetic and collaring of wildlife including megafauna/elephants;
- Experience in leading multi-cultural teams and managing work plans and budgets;
- Experience living and working in remote and challenging settings;
- Experience in training early career veterinarians and research students;
- Interest in and experience with veterinary pathology and wildlife health research preferred.

### Skills, knowledge & Abilities

- Excellent clinical skills, field wildlife veterinary skills;
- Ability to safely and confidently manage a capture setting with multiple people in attendance (including tracking, handling, sedation, collaring, relocation skills of large mammals);
- Collecting biological samples, outbreak/mortality event investigations, necropsies;
- Performing health assessments on wild animals;
- Analysing health threats to wildlife populations;
- A solid understanding of wildlife veterinary science, epidemiology, and zoonoses;
- A solid understanding of animal welfare and an ability to apply principles of welfare to wildlife rescue and decision making;
- Designing disease management/control plans, in particular related to trans location/reintroductions;
- Understanding of 'ecosystem health' and 'One Health' concepts;
- Understanding of threatened and endangered species recovery;
- Fluency in written and spoken English, Khmer desirable;
- Fluency in MS Office (Word, Excel, PowerPoint);
- Technical and donor report writing;
- Leadership and team management skills;
- Presentation and communication skills;

- Planning, time management, and organisation skills, ability to stay organised and on task under busy field conditions;

**Personality**

- An aptitude for problem-solving medicine and self-directed learning;
- Interpersonal, team-player, supportive, coaching, patient;
- Working well with, and contributing effectively, to a multicultural team;
- Working independently in remote areas and spending periods of time in the field under challenging environmental conditions, physically fit;
- Well-organised, punctual, attention to detail, and forthcoming;
- Highly flexible and able to adapt to rapidly changing environments;
- Willing to work some nights, weekends, or holidays if needed;
- Willing to spend considerable time in the field, often under very basic camping conditions;
- Responsible, able to working independently with high level of initiative, and with minimum supervision and staying on task;
- Passionate about wildlife conservation and dedicated to the mission of WWF Cambodia;
- Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
- Adheres to WWF’s brand values: Knowledgeable, Optimistic, Determined and Engaging;
- Demonstrates WWF behaviours in ways of working: strive for impact, listen deeply, collaborate openly and innovate fearlessly.

**III. Working Relationship**

- 1. Internal:** He/she will coordinate with all relevant departments in the EPL-office and Phnom Penh including but not limited to: Biodiversity Research and Monitoring, Protected Area and Law Enforcement, Community Engagement, Finance, Administration, Procurement, Spatial Planning, Private & Public Sector Management, and Communications.
- 2. External:** All relevant stakeholders, with emphasis on major government partner institutions (especially Ministry of Environment); with other conservation NGOs in Cambodia, within the WWF network and relevant specialist groups, for coordinated research and monitoring across the landscape.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

Prepared by Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_

Reviewed by Second line manager: \_\_\_\_\_ Date: \_\_\_\_\_

Reviewed by HR Manager: \_\_\_\_\_ Date: \_\_\_\_\_

Approved by Country Director: \_\_\_\_\_ Date: \_\_\_\_\_

Accepted by Staff member: \_\_\_\_\_ Date: \_\_\_\_\_