

**Contract for the services of  
an Individual Contractor**

No.: IC/2014/01/02

This Contract is entered into on 28 January 2014 between the Cambodia REDD+ Taskforce Secretariat (hereinafter referred to as "RTS") and **Mr. Ou Ratanak** (hereinafter referred to as "the Individual Contractor") whose address is: #61 Eo/St.402/Sangkat Tomnobtek/Khan Chamkamon/Phnom Penh.

WHEREAS RTS desires to engage the services of the Individual Contractor on the terms and conditions hereinafter set forth, and:

WHEREAS the Individual Contractor is ready and willing to accept this Contract with RTS on the said terms and conditions,

NOW, THEREFORE, the Parties hereby agree as follows:

**1. Nature of services**

The Individual Contractor shall perform the services as described in the Terms of Reference which form an integral part of this Contract and are attached hereto as Annex I in the following Duty Station(s): Phnom Penh with possibly travel to province.

**2. Duration**

This Individual Contract shall commence from the signing date (on 28 January 2014), and shall expire upon satisfactory completion of the services described in the Terms of Reference mentioned above, but not later than 15 April 2014, unless sooner terminated in accordance with the terms of this Contract.

**3. Consideration**

As full consideration for the services performed by the Individual Contractor under the terms of this Contract, including, requirement in the fulfillment of the Terms of Reference in Annex I, RTS shall pay the Individual Contractor a total of **\$2,400 (Two Thousand Four Hundred US Dollars only)** in accordance with the table set forth below. Payments shall be made following certification by Technical Specialist of RTS that the services related to each Deliverable, as described below, have been satisfactorily performed and the Deliverables have been achieved by or before the due dates specified below, if any.

DELIVERABLE	DUE DATE	AMOUNT IN [CURRENCY]
(20%) 1 <sup>st</sup> payment, upon submission and acceptance of the work plan of the assignment	17 February 2014	\$480
(80%) 2 <sup>nd</sup> payment, upon submission and acceptance of the final project proposal	15 April 2014	\$1,920
Each payment will be paid after receipt and approval of certification for payment and performance evaluation for last payment duly completed and signed by Technical Specialist of RTS		<b>\$2,400</b>

If unforeseen travel outside the Duty Station not required by the Terms of Reference is requested by RTS, and upon prior written agreement, such travel shall be at RTS's expense and the Individual Contractor shall receive a per diem not to exceed RTS daily subsistence allowance rate in such other location(s).

Where two currencies are involved, the rate of exchange shall be the official rate applied by the United Nations on the day the RTS instructs its bank to effect the payment(s).

SH



#### 4. Rights and Obligations of the Individual Contractor

The rights and obligations of the Individual Contractor area strictly limited to the terms and conditions of this Contract, including its Annexes. Accordingly, the Individual Contractor shall not been titled to any benefit, payment, subsidy, compensation or entitlement, except as expressly provided in this Contract. The Individual Contractor shall be solely liable for claims by third parties arising from the Individual Contractor's own acts or omissions in the course of performing this Contract, and under no circumstances shall RTS be held liable for such claims by third parties. The contractor should demonstrate that he/she is not employed elsewhere during the fulfillment of the contract.

#### 5. Beneficiary

The Individual Contractor selects Mrs. Ung Sopheamony as beneficiary of any amounts owed under this Contract in the event of death of the Individual Contractor while performing services here under. This includes the payment of any service-incurred liability insurance attributable to the performance of the services for RTS.

For payments which are not output-based lump sum, indicate the maximum number of working days/hours/units, any out of pocket expense (travel, per diem...) and the corresponding fee/cost in the Deliverable (s) table.

Mrs. Sam Chan Phalkun

#61/St.402/SangkatTomnobtek/Khan Chamkamon/Phnom Penh.

Email: [samchanphalkun@gmail.com](mailto:samchanphalkun@gmail.com)

Phone: +855 17 224425

IN WITNESS WHEREOF, the Parties hereto have executed this Contract.

**By signing below, I, the Individual Contractor, acknowledge and agree that I have read and accept the terms of this Contract, which form an integral part of this Contract, and that I have read and understood, and agree to abide by the standards of conduct set forth in the Secretary-General's bulletins ST/SGB/2003/13 of 9 October 2003, entitled "Special Measures for Protection from Sexual Exploitation and Sexual Abuse" and ST/SGB/2002/9 of 18 June 2002, entitled "Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and Experts on Mission".**

- The Individual Contractor has submitted a Statement of Good Health and confirmation of immunization.
- The Individual Contractor is not required to submit a Statement of Good Health and confirmation of immunization.

AUTHORIZING OFFICER: 

INDIVIDUAL CONTRACTOR:

Date: 28 Jan 2014

Date: 28 Jan 2014

Signature: 

Mr. Kim Nong

Deputy National Programme Director



Mr. Ou Ratanak



## UN-REDD PROGRAMME



### NOTE TO FILE ON JUSTIFICATION FOR NON-COMPETITION

TO: Mr. Kim Nong  
Deputy National Programme Director

FROM: Peter Iversen, Technical Specialist 

SUBJECT: Direct Contract for National Consultant to do a review of existing literature on valuation of multiple benefits provided by standing forest under the different management strategies and organize national consultation meeting and draft concept note for further work (2.2a)

DATE: 27 January 2014

#### BACKGROUND

Reducing deforestation and forest degradation, and/or the enhancement of carbon stocks generates both costs and benefits. Costs can be categorised at both national and local level. These costs can be grouped into three general categories: (1) opportunity costs resulting from the forgone benefits that would have been generated for livelihoods and the national economy without REDD+, (2) implementation costs of undertaking REDD+ actions, and (3) transaction costs of establishing and operating a REDD+ program at national and sub-national levels.

The overall equation for the participation in a REDD+ mechanism involves (at least) the following elements: 1) expected revenues (incentives) for reduced emissions or enhanced removals, 2) multiple benefits, and 3) costs. Whilst it is difficult to assess the stated elements precisely, it will nevertheless be beneficial to improve the understanding of all three elements when developing and implementing national strategies for REDD+.

The primary focus of this work will be an analysis of existing literature on valuation of multiple benefits provided by standing forests relevant for REDD+ in Cambodia under the relevant management strategies and the preparation and execution of a national consultation meeting to define further work on valuation of the multiple benefits provided by forests.

This activity (2.2a) is one of three possible activities funded by UNEP: (2.2a) Valuation of multiple benefits provided by standing forest under the different management strategies; (2.2b) Scoping and evaluation of REDD+ activities in Cambodia which will focus on costs and benefits at the national level from different mitigation activities which contribute to achieving results under REDD+ considering the mitigation potential for the different activities and possible other benefits associated with these activities as well as resource management issues; (2.2c) Economic assessment of the potential local costs and benefits of implementing REDD+ activities in Cambodia.



Some work on a literature review on 2.2c has already been carried out mid 2013.

**RATIONALE FOR SELECTION OF VENDOR**

The consultant is highly qualified and has good working experience with the relevant line agencies and as consultant for various tasks related to the topic of this assignment. With the UN-REDD Programme having only 11 months left before its termination it is of outmost importance that progress is made on this assignment as soon as possible as well as the other 2.2 output activities which partly depend on the outcome of this particular assignment.

**ALTERNATIVES CONSIDERED**

Not applicable

**ASSURANCE THAT PRICE IS FAIR AND REASONABLE**

The price is the same as have been offered for other national consultants and taking into account that the consultant will perform his duties without support from international consultants this seem very reasonable.

**OTHER POTENTIAL VENDORS**

Realistically there is no other potential consultant with such short notice and level of qualification.

I, therefore, certify to the best of my ability that this justification for partnering noncompetitively with Mr. Ou Ratanak under the compelling justification provided is accurate and complete.

APPROVED:



DATE 28 Jan 2014

Mr. Kim Nong, Deputy National Programme Director

DENIED:

DATE \_\_\_\_\_

Mr. Kim Nong, Deputy National Programme Director



UN-REDD  
PROGRAMME



**CAMBODIA UN-REDD NATIONAL PROGRAMME**

UNDP PROJECT No. 00078446

(#40, Preah Norodom Blvd, Khan Daun Penh, Phnom Penh, Kingdom of Cambodia)

**លិខិតប្រគល់សិទ្ធិ**

ខ្ញុំបាទ **ឃុន វឌ្ឍនា** ប្រធានលេខាធិការដ្ឋាន REDD+ កម្ពុជា សូមសម្រេចប្រគល់សិទ្ធិជូនលោក **អ៊ុយ កាម៉ាល់** អនុប្រធានលេខាធិការដ្ឋាន REDD+ កម្ពុជាដើម្បីទទួលខុសត្រូវដឹកនាំ និងគ្រប់គ្រងការងារលេខាធិការដ្ឋាន REDD+ កម្ពុជាចាប់ពីថ្ងៃទី ២៤ ខែមករា ឆ្នាំ២០១៤ រហូតដល់មានវត្តមានរូបខ្ញុំបាទ ដោយខ្ញុំបាទត្រូវបំពេញបេសកកម្មនៅក្រៅប្រទេស។

ភ្នំពេញ, ថ្ងៃទី២៣ ខែមករា ឆ្នាំ២០១៤  
ប្រធានលេខាធិការដ្ឋាន REDD+ កម្ពុជា

កន្លែងទទួល

- លេខាធិការដ្ឋាន REDD+ កម្ពុជា  
“ដើម្បីជូនជ្រាប”
- លោក អ៊ុយ កាម៉ាល់  
“ដើម្បីអនុវត្ត”
- ឯកសារកាលប្បវត្តិ

ព្រះរាជាណាចក្រកម្ពុជា  
ជាតិ សាសនា ព្រះមហាក្សត្រ

**លិខិតប្រគល់សិទ្ធិ**

ខ្ញុំបាទ **ជា សំរេង** នាយកកម្មវិធី UN-REDD **កម្ពុជា** សូមសម្រេចប្រគល់សិទ្ធិជូន  
លោក **គឹម ណុច** នាយករងកម្មវិធី UN-REDD **កម្ពុជា** ដើម្បីទទួលខុសត្រូវដឹកនាំ  
និងគ្រប់គ្រងការងារចាប់ពីថ្ងៃទី ២៧ ខែមករា ឆ្នាំ២០១៤ រហូតដល់មានវត្តមានរូបខ្ញុំបាទ  
ដោយខ្ញុំបាទត្រូវបំពេញបេសកកម្មនៅក្រៅប្រទេស។

ភ្នំពេញ, ថ្ងៃទី២៣ ខែមករា ឆ្នាំ២០១៤ *na*



*ក សំរេង*

កន្លែងទទួល

- លេខាធិការដ្ឋានរដ្ឋាកម្ពុជា
- UNDP
- FAO
- "ដើម្បីជូនជ្រាប"
- លោក គឹម ណុច
- "ដើម្បីអនុវត្ត"
- ឯកសារកាលប្បវត្តិ



**ព្រះរាជាណាចក្រកម្ពុជា**  
Kingdom of Cambodia  
**ជាតិ សាសនា ព្រះមហាក្សត្រ**  
Nation Religion and King  
១០៥៧

**កំណត់បង្ហាញរឿង (Activity Note)**

<b>កម្មវត្ថុ (Objective):</b>	- សុំអនុម័តលក្ខខណ្ឌការងារទីប្រឹក្សាជាតិ សម្រាប់សម្មាភាព៖ (2.1d), (2.2a) និង (2.3e) - ផ្តល់ហត្ថលេខាលើសំណើសុំលទ្ធកម្ម ទីប្រឹក្សាជាតិ សម្រាប់សម្មាភាព៖ (2.1d), (2.2a) និង (2.3e)
<b>យោង(Reference):</b>	- ផែនការ UN-REDD, Output 2.1 (Activity 2.1d); Output 2.2 (Activity 2.2a); and Output 2.3 (Activity 2.3e)

**ការប្រញាប់ (Urgent)**

<input type="checkbox"/> ទទ. <input type="checkbox"/> គណ. <input type="checkbox"/> បរ. <input type="checkbox"/> សស. <input type="checkbox"/> លក. <input type="checkbox"/> បទ	<input type="checkbox"/> ពិនិត្យ <input type="checkbox"/> ផ្តល់មតិ <input type="checkbox"/> មុខការ
<input type="checkbox"/> CTA <input type="checkbox"/> MRV	<input type="checkbox"/> ឯកសារ <input type="checkbox"/> ជូនប្រាប់ <input type="checkbox"/> សម្រេច

**យោបល់មន្ត្រីជំនាញ (Comment/Activity Note by Technical Staff)**

- យោងតាមផែនការថវិកាឆ្នាំ២០១៣ដែលបានអនុម័ត សម្មាភាព៖ 2.1d, 2.2a និង 2.3e ត្រូវអនុវត្តក្នុងត្រីមាសទី៤ ជាការចាំបាច់
  - យោងតាមឯកសារទស្សនទានគម្រោង ត្រូវការទីប្រឹក្សាជាតិ និងទីប្រឹក្សាអន្តរជាតិ ដើម្បីគាំទ្រការអនុវត្តសកម្មភាពទាំងបីនេះ
  - លក្ខខណ្ឌការងារទីប្រឹក្សាអន្តរជាតិបានអនុម័ត និងកំពុងធ្វើលទ្ធកម្មជ្រើសរើសដោយUNDP តាមសំណើរបស់NPD
  - ទីប្រឹក្សាជាតិជាដៃគូសំខាន់សហការជាមួយទីប្រឹក្សាអន្តរជាតិ ដើម្បីអនុវត្តសកម្មភាពទាំង៣នេះ ដែលត្រូវជ្រើសរើសជាប្រញាប់
  - លោក Peter បានរៀបចំលក្ខខណ្ឌការងារទីប្រឹក្សាជាតិ សម្រាប់សកម្មភាពទាំង៣នេះ ដោយមានការពិភាក្សាជាមួយអ្នកពាក់ព័ន្ធ
  - លេខាធិការដ្ឋានអាចធ្វើលទ្ធកម្មទីប្រឹក្សាជាតិ គឺត្រូវមានលក្ខខណ្ឌការងារដែលបានពិនិត្យ និងអនុម័តដោយ D/NPD។
- ដូច្នេះសូម V/HRTS និង D/NPD ពិនិត្យ អនុម័តលក្ខខណ្ឌការងារ និង ផ្តល់ហត្ថលេខាលើសំណើសុំលទ្ធកម្មដូចបានភ្ជាប់។  
២៩ ខែតុលា ឆ្នាំ២០១៣ លន់ គឹមហ៊ី, អ្នកសម្របសម្រួលកម្មវិធី

**យោបល់អនុប្រធានលេខាធិការដ្ឋាន**  
(Comment by Deputy Chair of CRST)

បានពិនិត្យ + ឯកសារ + យល់ 5 មក  
លោក @ ១៥ ៣៣ ២៤ លន់ គឹមហ៊ី / ២៩  
ខែតុលា ២០១៣ ។  
*Uyann*  
01.11.2013

**យោបល់ប្រធានលេខាធិការដ្ឋាន**  
(Comment by Chair of CRST)

អនុប្រធានាធិការដ្ឋាន  
លោក គឹមហ៊ី លន់ គឹមហ៊ី ០២  
*Chair*  
២៩ ខែតុលា ២០១៣

**យោបល់អនុប្រធានកម្មវិធីជាតិ UN-REDD កម្ពុជា**  
(Comment by Deputy National Programme Director)

បានពិនិត្យ ឯកសារ ១៥ មក  
\* ផ្ញើ ១១.១១.១៣ + ១២.១១.១៣  
លោក គឹមហ៊ី លន់ គឹមហ៊ី  
*Uyann*  
04/11

**យោបល់ប្រធានកម្មវិធីជាតិ UN-REDD កម្ពុជា**  
(Comment by National Programme Director)

*Chair*  
២៩ ខែតុលា ២០១៣



## Terms of Reference

### Valuation of multiple benefits under the management strategies relevant for REDD+ in Cambodia

Level	1 National Consultant (Individual Contract)
Practice Area:	Multiple benefits, REDD+ (Forests and Climate Change)
Duration:	30 days
Duty Station:	Phnom Penh
Supervisor:	Technical Specialist, Programme Coordinator and REDD+ Taskforce Secretariat
Activity:	2.2a

### Background

The Cancun Agreements issued at the Conference of Parties (COP) 16 held in Mexico in 2010 provide strong support for policy approaches that deliver positive incentives for countries and their actors to engage in REDD+ (reducing emissions from deforestation and forest degradation in developing countries; and the role of conservation, sustainable management of forests and enhancement of forest carbon stocks in developing countries).

Effective policies, programmes and measures to achieve REDD+ can not only generate income from carbon related payments but can also deliver a broad range of social and environmental benefits, including job creation, improved livelihoods, land tenure security and clarification, ecosystem-based services and biodiversity conservation. Regulating services are supported by forests, such as water cycles and soil conservation. Such services have the ability to support agricultural production, hydrological power generation and transport networks, all of which represent economic importance to local livelihoods and the national economy.

REDD+ can also foster global benefits such as biodiversity conservation while providing climate change mitigation. Not accounting for the potential multiple benefits under REDD+ could result in advantageous options being bypassed that ultimately could deliver important additional benefits alongside carbon sequestration and storage. Moreover, demonstrating the economic importance of multiple benefits attainable under REDD+ could provide a more comprehensive perspective for future decision making on land use and land use change.

A recent study of REDD+ co-benefits has already been conducted by UNEP World Conservation Monitoring Centre (UNEP-WCMC) together with Cambodian counterparts: Carbon, biodiversity and ecosystem services: Exploring co-benefits (2010). The study focused on spatial analyses relating to co-benefits, specifically biodiversity and carbon content of forest areas under different forms of management.

Reducing deforestation and forest degradation, and/or the enhancement of carbon stocks, also generates costs. Costs can be categorised at both national and local level. These costs can be grouped into three general categories: (1) opportunity costs resulting from the forgone benefits that would have been generated for livelihoods and the national economy without REDD+, (2) implementation costs of undertaking REDD+ actions, and (3) transaction costs of establishing and operating a REDD+ program at national and sub-national levels.

The overall equation for the participation in a REDD+ mechanism involves (at least) the following elements: 1) expected revenues (incentives) for reduced emissions or enhanced removals, 2) multiple benefits, and 3) costs. Whilst it is difficult to assess the stated elements precisely, it will nevertheless be beneficial to improve the understanding of all three elements when developing and implementing national strategies for REDD+.



The primary focus of this work will be an analysis of existing literature on valuation of multiple benefits provided by standing forests relevant for REDD+ in Cambodia under the relevant management strategies and the preparation and execution of an inception workshop to define further work on valuation of the multiple benefits provided by forests.

**Expected Outputs and Deliverables:**

- A report documenting existing work on valuation of standing forests relevant for Cambodia under the relevant management strategies including identification of gaps in existing knowledge.
- A presentation of the findings presented at the workshop for next steps on valuation of multiple benefits from standing forests.
- A project proposal for further work.

<b>Expected delivery/outputs</b>	<b>Estimated duration to complete</b>	<b>Target due days</b>
Work plan for the assignment	2 days	15 November
Report documenting existing work on valuation of standing forests relevant for Cambodia under the relevant management strategies	15 days	1 December
Planning and organizing inception workshop	5 days	5 December
Draft project proposal on further work on the valuation of multiple benefits provided by standing forest relevant for REDD+ in Cambodia under the relevant management strategies	4 days	5 January
Project proposal with all comments included	4 days	10 January
<b>Total</b>	<b>30 days</b>	

**Duty Station**

The duty station for this assignment is Phnom Penh, Cambodia. During the assignment the consultants are expected to be in Cambodia for all consultations.

**Supervision, teamwork and administrative support:**

The national consultant will report to the UN-REDD National Programme Director and on day-to-day basis will be supervised by Technical Specialist and the REDD+ Taskforce Secretariat.

**Monitoring and Progress Control**

The consultant will be accountable for the timely and quality output and report weekly to the REDD+ Taskforce Secretariat on progress compared to the work plan.

**Payment milestones**

Consultant will be paid on a lump sum basis under the following installments

- (20 %) 1st payment, upon submission and acceptance of work plan of the assignment
- (80 %) 2nd payment, upon submission and acceptance of the final project proposal

**Application**

Applicants are requested to send CV, together with a letter of interest to REDD+ Taskforce Secretariat by either mail (N. 40, PreahNorodom Blvd. SangkatPhsarKandal 2, Khan Daun Penh, Cambodia) or e-mail (redd.secretariat@cambodia-redd.org).

**Detailed list of tasks for the National Consultant:**

1. Literature review of existing work on the valuation of multiple benefits provided by standing forest relevant for REDD+ in Cambodia under the relevant management strategies.
2. Organize an workshop in Phnom Penh in collaboration with the REDD+ Taskforce Secretariat with the aim of identifying further work on the valuation of multiple benefits provided by standing forest relevant for REDD+ in Cambodia under the relevant management strategies. The consultant will be responsible for 1) preparing the meeting agenda, 2) identify relevant stakeholders, 3) identifying relevant speakers together with the REDD+ taskforce Secretariat and 4) preparing presentations to facilitate discussions.
3. Produce a draft project proposal in collaboration with the REDD+ Taskforce Secretariat on further work on the valuation of multiple benefits provided by standing forest relevant for REDD+ in Cambodia under the relevant management strategies.
4. Finalize a concept note on further work on the valuation of multiple benefits provided by standing forest relevant for REDD+ in Cambodia taking all comments received into account.

The consultant is expected to work in coordination with national partners including research institutes as relevant as well as the UNEP-WCMC.

The written report and the concept note will be in English while the workshop can be with translation.

**Competence Requirements**

The National Consultant shall meet the following criteria:

- A minimum of a Master’s or equivalent degree in natural resource management, environmental economics or a related field;
- A minimum of 5 years of relevant experience in natural resource management and policy;
- Good analytical, writing and communication skills both in English and Khmer, including the ability to articulate ideas in a clear and concise manner;
- Good interpersonal skills and ability to work well in a team whilst also having the capacity and initiative to work independently;
- Sound knowledge of disciplines relevant to international development work and climate change.

Evaluation criteria	Obtainable score
Relevant education and number of years experiences as required by the ToR	20 points
Proved relevant technical skills related to the fields of natural resource economics	40 points
Prior experience with REDD+	20 points
Sound knowledge of disciplines relevant to international development work and climate change	20 points
<b>Total</b>	<b>100 points</b>

This TOR is approved by: *HJ*

Signature: \_\_\_\_\_

Name and Designation: H.E. Chea Sam Rong

Date of Signing: 04 Nov 2013



## CURRICULUM VITAE



### PERSONAL INFORMATION

**Name:** Ou Ratanak  
**Sex:** Male  
**Date of birth:** 12 October 1974  
**Place of birth:** Trouy Sla commune, Shaan district, Kandal province, Cambodia  
**Marital status:** Married  
**Nationality:** Cambodian  
**Present address:** #61Eo, St.402, Sankat Tounubteak, Khan Chamkarmon, Phnom Penh  
**Occupation:** Senior Consultant  
**Address:** #61Eo, Street 402, Sangkat Tomnobtek, Khan Chamkarmon, Phnom Penh  
**Hand Phone:** +855 12 886 086  
**E-mail:** [ratanak.ou@gmail.com](mailto:ratanak.ou@gmail.com)

### ACADEMIC BACKGROUND

**2013 Tokyo University of Agriculture, Japan** PhD of Agricultural and Resource Economics, Specialized in Environmental Economics.

**2008 Kyushu University, Japan** Master Degree of Agricultural and Resource Economics, Specialized in Environmental Economics.

**1998 Royal University of Agriculture, Cambodia** Bachelor Degree of Forest Science

### WORK EXPERIENCES

**July 2013-Present: Protected Areas Strategic Framework Consultant with Fintrac/USAID**

**Main Responsibilities:**

- + Develop a strategic protected areas (PAs) management framework for Cambodia to achieve target 11 of the Strategic Plan for Biodiversity 2011-2020 and to respond with PA law;
- + Strategic management framework with clearly stated objectives and possible targets in line with national targets in the country's National Biodiversity Strategy and Action Plan, and suggested mechanisms (including regarding human, institutional and financial capacities) that will support implementation, and suggested way forward;
- + Compilation of background information on PAs and PAs systems in Cambodia;
- + Compilation of PAs management methods in use in Cambodia;

- + Agreed objectives for future evaluations (resulting from multi-stakeholders discussions)
- + Agreed methods building *inter alia* on methods already used in Cambodia;
- + Rough evaluation of protected area management effectiveness (PAME) using for example the Rapid Assessment and Prioritization of Protected Area Management (RAPPAM);
- + Recommendations on how to improve PAME at sites, national and, as needed, regional/transboundary levels.

**2008 – June 2013: Project Manager with WWF Cambodia  
Main Responsibilities:**

- + Provide inputs to the development of work plan, action plan and implementation including development of annual and six months work plans based on the project budget and project 3 years work plan;
- + Advice to WWF team in development of WWF Cambodia strategic plan and protected areas management in Cambodia.
- + Provide inputs to the working group on priority rattan species for conservation and management.
- + Monitor and advising support to NGOs partners; government counterparts, and local community.
- + Monitor progress of the whole project activities and monitoring progress reports of project partners.
- + Leading rattan policy working group and one of the 5 NTFPs steering committee members.
- + Coordinate with projects stakeholders including government, NGOs, and private sectors.
- + Facilitate regional REDD+ in Cambodia
- + Building project partners and stakeholders capacity in conservation and sustainable management.
- + Facilitate donors, partners and stakeholders fields visited.
- + Monitoring and facilitating national and international consultant for implement project activities.
- + Support staff and partners in the preparation of meetings, workshops and seminars.
- + Provide technical comments to technical report, progress reports and theses.
- + Disseminate technical reports to all stakeholders and private sectors.
- + Monitor the research activities with the national research institutes to ensure regular and validate data collection;
- + Conducting economics research for Rattan Industry in Cambodia



- + Conducting socio-economics research for 20 pilot site

**June-August 2012 Cambodia LEDES Pre-Scoping Desk Study funded by USAID (Consultant)**

**Main Responsibilities:**

- + Preparing work plan and budget plan for field survey;
- + Developing methodology and providing advices to team,
- + Data analysis and documenting report of the current of efforts by the government of Cambodia in developing and implementing low emission development strategy (LEDS),
- + Identify opportunities for the US. Governments to better integrate and improve its support to the royal government of Cambodia in enhancing its internal capacity develop and implement LEDES and,
- + To summarize finding from desk study for internal report of USG agency.

**June-June 2010 Reach Team Leader of Plant Ecology in Bokor National Park, Funded by Botanical Garden Conservation International (Consultant)**

**Main Responsibilities:**

- + Leading research on plant ecology;
- + Training of trainer of plant inventory and growth study
- + Developing budget plan for research;
- + Data analysis and documenting report.

**Nov-Jan 2010 Socio-economic research for biodiversity conservation in Tonle Sap Biosphere Reserve (Consultant)**

**Main Responsibilities:**

- + Preparing work plan and budget plan for field survey;
- + Developing methodology and providing advices to field researchers, and
- + Data analysis and documenting report.

**November-December 2008 Ecotourism Development in Mondulkiri and Ratanakiri with JICA (Consultant)**

**Main Responsibilities:**

- + Leading research on ecotourism in Mondulkiri and Ratanakiri
- + Developing budget plan for research;
- + Data analysis and documenting report.

**2003 - 2006 Senior Project Officers at WWF Cambodia**

**Main Responsibilities:**

- + Provide inputs to the development of work plan, action plan and implementation including development of annual and six months work plans based on the project budget and project 3 years work plan;

- + Advice to WWF team in development of WWF Cambodia strategic plan and protected areas management in Cambodia.
- + With governments and NGOs partners to develop mammals and bird field guide in Cambodia.
- + Monitor and advising support to NGOs partners; government counterparts, and local community;
- + Monitor progress of the whole project activities and monitoring progress reports of project partners;
- + Coordinate with projects stakeholders including government, NGOs, and private sectors.
- + Building project partners and stakeholders capacity in conservation and sustainable management;
- + Facilitate donors, partners and stakeholders fields visited;
- + Monitoring and facilitating national and international consultant for implement project activities;
- + Support staff and partners in the preparation of meetings, workshops and seminars;
- + Provide technical comments to technical report and progress reports and theses.
- + Disseminate technical reports to all stakeholders and private sectors.
- + Monitor the research activities with the national research institutes to ensure regular and validate data collection;
- + Conducting economics research for Rattan Industry in Cambodia;
- + Translating report and workshops in Khmer.

## **2000 - 2003 Project Officers at WWF Cambodia**

### **Main Responsibilities:**

- + Prepared Ecotourism Development in Phnom Prich Wildlife Sanctuary;
- + Led provincial and national training courses related Protected Areas Management and Wildlife Management;
- + Involved in the process planning and organizing national and provincial workshop and training;
- + Participated in national workshop and training;
- + Coordinate and led Wildlife Survey and Community Based Natural Resources Management, particularly the Protected Areas in North-east Cambodia;
- + Reporting both Khmer and English to project manager;
- + Planning and recommendation for the project manager;
- + Prepared budget for training, workshop and survey.

**April- August, 2001 Tiger survey and ranger training in Lomphat Wildlife Sanctuary (USFW) (Senior Project Officer-Trainer and research coordinator)**

**Feb- March, 2001 Elephant survey, provincial and ranger training in Lomphat and Phnom Prich Wildlife Sanctuary (WWF) (Senior Project Officer-Trainer and research coordinator)**



**Jan.-Feb. 2001 Elephant Survey and rangers training in Tavieng, Virachey National Park (WWF) (Senior Project Officer-Trainer and research coordinator)**

**November - December, 2000 Elephant survey and provincial and rangers training in Siem Pang, Siembork and Kampork, Virachey NP (WWF) (Senior Project Officer-Trainer and research coordinator)**

**April- July, 2000 Wildlife survey at Phnom Prich wildlife sanctuary in Mondolkiri Province (WWF) (Project officer-National team leader)**

**May- April, 2000 Set up and collect the camera trapping at Bokor and Kirirom National Park (WCS) (Field researcher)**

**February-December, 1998 Non Timber Forest Products (NTFPs) survey in Bokor National Park under funded by Supported Program on Environment Sector in Cambodia (SPEC) (Field researcher)**

### **TRAINING COURSES**

**January 2012 WWF Standards of Conservation Project and Programme Management:**

**Relevant courses:** Program Team, Scope & Vision, Biodiversity Targets, Context & Stakeholders, Action Plan, Monitoring Plan, Operational Plan, Workplans & Budgets, Fund Raising & Sustainable Funding. Capacity Building, Partnerships Manage Incoming Data, Analyze Results & Assumptions, Analyze Operational & Financial Performance, Adapt Plans & Budgets, Lessons & Good Practice Communication Strategy & Products, Feedback, Evaluations & Audits, Performance & Learning Culture.

**March 2011 People Management Training:**

**Relevant courses:** Develop key people management skills to ensure succes in a supervise, Skills building, behavioural change and awareness, Better future, Own management style preferences and how to value diversity when managing others, Maximize leadership and performance management style, Improve coaching and feedback skills for developing other, Understand the dynamics of individual and team effectiveness (building effective teams), Strengthen communication and decision-making skills, and Manage the performance of staff through clear objective setting, reviews and appraisals.

**June -July 2004 Cheetah Conservation Fund Namibia Certificate of Proficiency in Biodiversity Conservation and NTFPs Development**

**Relevant courses:** Ecotourism Development, Forest inventory and non forest product management, Protected Area Management, Integrated Conservation and Development, Wildlife Management, Biodiversity conservation and Protected Areas, Biodiversity conservation ex situ,

Forest Management, Statistic and Vortex, Survey technique and how to use equipments, Biodiversity use and conservation by sustainable ecosystem management.

**Sep.-Nov. 2003 Dresden University Germany** Certificate of Proficiency in Conservation of Biodiversity

**Relevant courses:** General aspects and basics principles of Conservation of Biodiversity, Wildlife and Forest Management, Ecotourism Development, Bamboo and rattan production and management, Integrated sustainable livelihood development in mountain forest areas, International conventions and organization, Political and economic approaches, Causes and Consequences of Biodiversity loss, Biodiversity assessment, Biodiversity use and conservation by sustainable ecosystem management, Biodiversity conservation and protected areas, Biodiversity conservation ex situ.

**June-July 2003 WWF Monitoring Program in Phnom Prich WS, Cambodia (Senior Project Officer-Trainer and research coordinator)**

**January 2000 Tiger Survey Techniques and Conservation Training Course at Bokor National Park, Kompot Province, Cambodia (Field researcher)**

**Oct.-Nov. 2000 Elephant Survey Techniques and Conservation Training Course at Kirirom National Park, Kampong Speu Province, Cambodia (Field researcher)**

## **SKILLS**

### **Computer**

- + MS Word, MS Excel, Power Point
- + Outlook Express, MS Outlook

### **Foreign Language**

- + Khmer excellent written and spoken
- + English good written and spoken

## **PUBLICATIONS**

1. Ou, Ratanak, and M. Terauchi (2013) Estimating the Value of Sustainable Bamboo Resource Management in Cambodia, the Cambodian Journal National History (CJNH), Phnom Penh Cambodia.
2. Ou, Ratanak, and M. Terauchi (2013) Estimating the Value of Ecotourism Management in Cambodia: Case Study on Dolphin Ecotourism Development and Management in Kratie Province, The Japanese Journal of Rural Economics, Tokyo University of Agriculture, Japan.

3. Charles M. Peters, Bansa Thammavong, Bounchanh Mekaloun, Neak Phearoom, Ou Ratanak and Thibault Ledecq (2013) Growth of wild rattans in Cambodia and Laos: Implications for management, *Forest Ecology and Management*. Vol.306.Pp.23-30.
4. Ou, Ratanak, and M. Terauchi (2013) Using Choice Experiment to Estimate the Value of Sustainable Rattan Resource Management in Cambodia, the *International Journal of Environment and Rural Development*.
5. Gray, T.N.E., Ou Ratanak, Huy K., Pin C. & Maxwell, A.L. (2012) The status of large mammals in eastern Cambodia: a review of camera trapping data 1999–2007, *Cambodian Journal of Natural History*. Vol. 2012 No. 1. Pp.42–55.
6. Ou, Ratanak, M. Terauchi and S. Yamada (2012) Preference Residents towards Sustainable Forest Management: A Case Study of Prek Thnot Community Protected Area, Bokor National Park, Cambodia, the *Japanese Journal of Rural Economics*, Tokyo University of Agriculture, Japan.No.114. Pp.55-68.
7. Chheun Sreyneang, Vorn, Monin and Ou, Ratanak (2012) Bachelor Thesis on the Value of rattan productions toward livelihood development in Prek Thnot community protected area, Kampot province, Royal University of Agriculture. Pp.1-48.
8. Meng Loth, Vorn, Monin and Ou, Ratanak (2011) Bachelor Thesis on Rattan Planting and Nursery Management in Prek Thnot community protected area, Kampot province, Royal University of Agriculture. Pp.1-62.
9. Kong Kren, Vorn, Monin and Ou, Ratanak (2010) Bachelor Thesis on Rattan Inventory for Sustainable Rattan Harvesting in Prek Thnot community protected area, Kampot province, Royal University of Agriculture. Pp. 1-45.
10. Long Sovanarith, Vorn, Monin and Ou, Ratanak (2010) Bachelor Thesis on Rattan Inventory for Sustainable Rattan Harvesting in Torb Cheang Community Forestry, Koh Kong province, Royal University of Agriculture. Pp.1-62.
11. Neou, Bonheur, Ou, Ratanak and Chea, Tharith (2010) Survey on Flora and Fauna for Siem Reap Water Supply Expansion Project, Phnom Penh, Cambodia. Pp.1-42.
12. Ou, Ratanak and M. Yabe (2010) Valuing preferences for ecotourism in the Phnom Prich Wildlife Sanctuary, Cambodia, in Birol, E (Ed.), *Choice Experiments in Developing Countries*, Edward Elgar Publishing, Cheltenham, UK and Northampton, MA, USA. Pp.205-222.
13. Ou, Ratanak and M. Yabe (2009) Analyzing Decision-Making by Tourists for Ecotourism Development in Cambodia: Using Latent Segment Model in Phnom Prich



Wildlife Sanctuary, Emerging Trends, Challenges and Innovations for CBNRM in Cambodia. Vo.2 No.2009.pp.493-514.

14. Ou, Ratanak and M. Yabe (2008) Analyzing Decision-making of Tourists for Ecotourism Development in Phnom Prich Wildlife Sanctuary, Cambodia. The Japanese Journal of Rural Economics.Special Issue. Pp.513-520.
15. Claassen, A.H. and Ou, Ratanak (2006) A Stream and Wetland Survey of Southwestern Phnom Prich Wildlife Sanctuary and Adjacent Areas with a Focus on Large Water birds. WWF Cambodia Conservation Program. Pp.1-45.
16. Timmins, R.J. and Ou, Ratanak (2001) The important of Phnom Prich Wildlife Sanctuary and Adjacent Areas for the Conservation of Tigers and Other Key Species. WWF Cambodia Conservation Program. Pp1-22.

### **RESEACH INTERESTS**

Environmental Economics, Climate Change, Non Timber Forest Production and Management, Ecotourism, and Biodiversity Conservation and Management

### **PERSONAL INTERESTS**

- + Reading (Scientific Papers, lifestyle)
- + Sport (Football, Volleyball & Table Tennis)

### **REFERENCES**

#### **Mr. Koeung Rithy**

K Rithyworld Consulting Services

E-mail: [rithyworld@gmail.com](mailto:rithyworld@gmail.com)

#### **Mr. Thibault Ledecq**

WWF Cambodia Program Manager

E-mail: [thibledecq@wwf.panda.org](mailto:thibledecq@wwf.panda.org)

#### **Mr. Khou Eang Hourt**

FAO Project Team Leader

E-mail: [khou\\_eanghourt@yahoo.com](mailto:khou_eanghourt@yahoo.com)