



## **Association Anoulak**

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### **ANNEX 1 TERMS OF REFERENCE**

#### **FOR THE POSITION OF MANAGER OF A SOCIAL ENTERPRISE (COMMUNITY SUSTAINABLE ECOTOURISM FARM) IN NAKAI DISTRICT**

##### **OVERVIEW OF ASSOCIATION ANOULAK**

**Association Anoulak** is a French-registered association dedicated to the long-term conservation and study of biodiversity in their natural habitats in Lao People's Democratic Republic (Lao PDR or Laos), in particular in Nakai-Nam Theun National National Park.

Our mission is to develop and implement innovative, multidisciplinary and sustainable approaches to the long-term conservation and study of the biodiversity and ecosystems in the Annamite Mountains, in particular in Nakai-Nam Theun National Park, Laos, with a skilled, passionate and dedicated team of nationals and internationals.

Association Anoulak works on several programs:

***Biodiversity research and conservation*** - OBJECTIVES: to understand the distribution, monitor wildlife populations and to increase our knowledge on in-situ species ecology and status of the threatened and endemic species in the Annamite Mountains which will inform conservation management

***Community-based anti-poaching patrols*** - OBJECTIVES: to reduce illegal poaching of species in the wild, allow their populations to remain stable or recover from unsustainable hunting

***Conservation awareness*** - OBJECTIVES: to raise awareness of the local community and the international community about the biodiversity of the Annamite mountains and the importance of protecting it

***Community alternative livelihoods*** - OBJECTIVES: to provide alternative and sustainable livelihoods and income to local communities to reduce their reliance on natural resources

***Capacity building*** - OBJECTIVES: to inspire and train the new generation of Lao conservationists and biologists and ensure the sustainability of and sense of ownership of all our projects at the national level

In 2017, Association Anoulak became one of four NGOs that formed a consortium ('Consortium of Technical Experts', hereafter referred to as 'COTE') to contribute to the management of Nakai-Nam Theun National Park alongside the government institution in charge of the management of the area (the Nam Theun 2 Watershed Management and Protection Authority,



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hereafter referred to as 'NT2 WMPA'). The aim of the consortium is to strengthen the capacity of the WMPA to ensure the effective conservation and protection of biodiversity of the Nakai-Nam Theun National Park through the joint delivery of the 5-year plan (2017-2022) and their outcome indicators.

In 2019, Association Anoulak signed a Memorandum of Understanding (MoU) with the NT2 WMPA, governed under the Department of Forestry of the Ministry of Agriculture and Forestry of Lao PDR.

### **OVERVIEW OF THE PROJECT**

Nakai-Nam Theun National Park (3500 km<sup>2</sup>) is one of the largest remaining contiguous forest blocks in the Indochinese peninsula and holds numerous rare, endemic and highly threatened flora and fauna. It falls in the heart of one of the richest regions of Southeast Asia in terms of biodiversity and endemism (Catullo et al., 2008) and is one of the identified 'Key Biodiversity Areas' within the Indo-Burma biodiversity hotspot (Tordoff et al., 2012). In Laos, Nakai-Nam Theun has been ranked as the highest priority for its National and Global biodiversity importance (Robichaud et al., 2001). This is notably due to its geographical location in the Annamite Mountains with a unique climatic pattern and ecosystem characterized by a very high species richness and endemism.

The flora and fauna in the area is severely threatened by illegal and unsustainable hunting and harvesting for the local consumption and for the international trade. Threats to flora and fauna comes from villagers from the Nakai Plateau, villagers from the enclave zone and from Vietnamese poachers mainly along the international border. Some species of flora and fauna have already significantly declined or gone extinct locally. and it is expected that without control over unsustainable harvesting, the most harvest-sensitive species and most sought-for species (both flora and fauna) will face local extinction in the near future.

Local communities in the Nakai District (including 16 resettlement villages [10,700 people] on the Nakai Plateau and 31 enclave villages in the National Park [7000 people]). The most recent (2018) socio-economic surveys of these local communities and external audits show that the livelihoods development activities for these communities have not met initial expectations (COTE, 2018; PoE report#27, 2018), including the following main issues observed and demonstrated:

- (i) Local communities are still highly reliant on natural resources for their livelihoods including for trade and local consumption (i.e. hunting of Globally Threatened and endemic species of the Annamite Mountain Range)
- (ii) Local communities are still highly reliant on unsustainable agriculture practices (shifting cultivation or cash crop monocultures) that also generally does not provide sufficient yield to meet the basic nutritional needs (for example, over 70% of



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households from the enclave villages still face rice shortage each year, which forces them to find cash income to buy rice for the rest of the year). Shifting cultivation, although it can be a sustainable agriculture practice because of a rotation cycle between swidden fields (that are left in fallow for between 3 to 7 years), can only remain so on condition of relatively low (e.g. below carrying capacity) and stable human population densities, which isn't true for these communities that have had especially in the past few decades high population growth rate. The increase in population leads to the need for more land to clear and this practice becomes unsustainable for nature conservation.

- (iii) Local communities generally lack diversification of crops and livelihoods (essentially relying on fish, non-timber forest products [including plants and wild animals], rice, maize and cassava, livestock).
- (iv) Food security remain highly dependent on foods collected in the wild. Without access to food collected from natural resources, only the families having incomes from salary and trade can reach over the acceptable balanced nutritional requirements showing that the consumption of wild food for villagers, especially those living within the NPA, is utterly important to secure their nutritional diversity.
- (v) The local communities lack the capacity to process, promote and trade local products

There are currently several actors working on livestock, agriculture and fisheries problematics in the Nakai region (i.e. the *Nakai Plateau Livestock, Agriculture and Fisheries project* [NP LAF] and the livelihood team of the Nakai – Nam Theun National Park with the Consortium of Technical Experts [including Agrisud International supervising the livelihoods activities]). In this context, Association Anoulak is initiating a pilot project (entitled ***Community resilience and biodiversity conservation in Nakai District***) that will focus on:

- (i) Natural resources management including valorisation and marketing (with potential cultivation, transformation and certification) of native Non-Timber Forest Products (NTFPs) and the management of their use by local communities (e.g. regulations on harvest zoning, seasonality, quotas etc.).
- (ii) Development of a demonstration community permaculture farm for training on sustainable farming practices and alternative business development

The pressure on natural resources within the Nakai – Nam Theun National Park (NNT NP) comes from both the **Nakai Plateau communities (resettlement villages)** and from the enclave villages within the NNT NP. This project will therefore target these two zones (c.f. figure blow)



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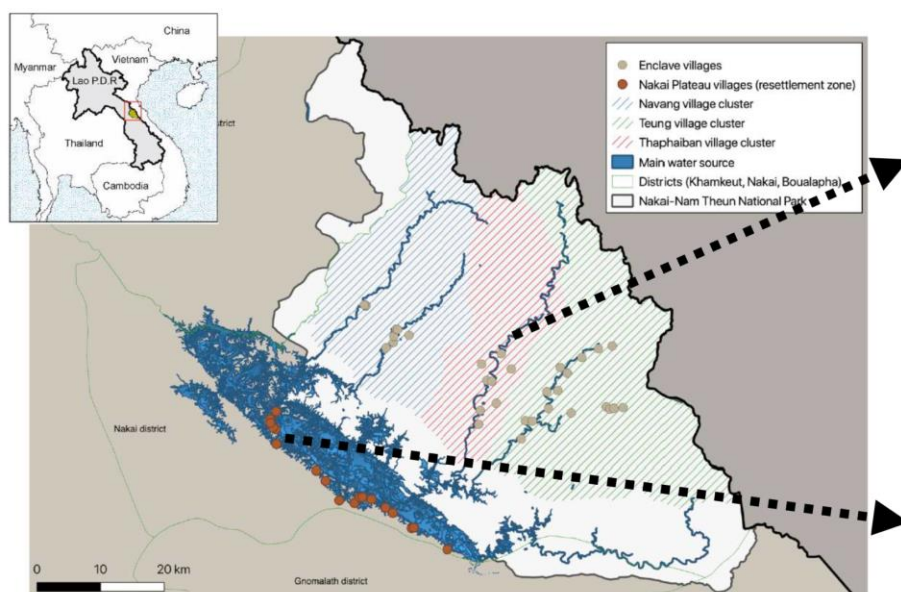
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### THAIPHAIBANH VILLAGE CLUSTER

Natural resources management including value chain and marketing of native Non-Timber Forest Products (NTFPs) and the management of their use by local communities (e.g. regulations)



### RESETTLED VILLAGE ZONE

A community sustainable ecotourism farm for training and support on sustainable farming practices and alternative sustainable business development (notably focus on youth leadership coaching and community cooperative strengthening)

Some of the **key strategic approach** and **principles** of this project include:

- Based on **local context** (relevance, needs, demand) and **local knowledge**
- **Bottom-up** approach
- **Community-led** and **ownership**
- **Leadership** and **entrepreneurship** coaching approach
- **Functional capacity** first: individual-level to hamlet-level to community-level, then **technical capacity** support
- **Learning-by-doing, adaptive** approach
- **Pilot** approach (to be scaled up for long-term sustainability)
- **Collaborative** approach

### PROJECT CHORE TEAM AND STAKEHOLDERS

The project includes the following chore team:

- Director of Association Anoulak
- Project manager
- **Community Sustainable Ecotourism Farm Manager (POSITION CONSIDERED UNDER THIS TOR)**
- Project leaders/assistants (implementation team)

Project local partners include (but not limited to):



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- Nakai Nam Theun National Park (the Watershed Management and Protection Authority, WMPA)
- The Consortium of Technical Expert, in particular the Livelihood team (supervised by Agrisud International)
- Nakai Plateau Livestock, Agriculture & Fisheries project (NP LAF)
- Nam Theun 2 Development Fund
- Nong Boua Kham community centre / Happy Nakai community cooperative
- District and Provincial offices (DAFO, PAFO, DONRE, PONRE)
- CIRAD (Centre de Cooperation International en Recherche Agronomique pour le Développement)
- Technical Experts (consultants) to be identified, that will be recruited during this project to address specific needs

### **POSITION CONSIDERED UNDER THIS ToR**

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Manager of the Social Enterprise *Community Sustainable Ecotourism Farm Manager*

### **ZONE OF INTERVENTION UNDER THIS POSITION**

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In November 2019, we ran a pilot mission with partners to evaluate the potential and community support for the development of a community sustainable ecotourism farm and training center at the Nong Boua Kham community centre in Nong Boua Kham village (one of the 16 resettled villages following the Nam Theun 2 hydroelectric dam construction and impounding of the Nakai Plateau reservoir since 2008). The Nong Boua Kham community centre is owned and managed by the community (through the Happy Nakai Cooperative and community fund for benefit sharing) from the 16 resettled villages under the following vision and principles: bottom-up, community-relevant, community-led and managed, skills development focused, youth development and opportunities, alternative livelihoods, marketing of natural resources, economically viable.

As part of this mission a report was prepared presenting initial land development plans of the center with strong input from the community themselves.

Until now, activities implemented at the centre have been led and initiated from external technical advisors and institutions and feel that the existing structure has a great potential to be built upon and developed as a strong social enterprise to contribute to the society and the environment.

### **PROJECT'S AIMS AND OBJECTIVES**

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Project's **specific objectives**:





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1. Make the sustainable ecotourism farm and training center into a social enterprise and community cooperative to generate sustainable alternative income while maximizing benefits to the society and the environment
2. Provide functional skills (e.g. individual coaching in the 'Build – Practice – Apply' approach) to the local community (focusing on the youth, women and most marginalized) to build a community of leasers and entrepreneurs
3. Provide technical training to the local community on the sustainable production of natural products, fruits and vegetables, including marketing and value chain to provide alternative income
4. Improve food security and diversity of food products for the local community with training on local, household-scaled and sustainable food production
5. Initiate re-forestation programs with the local community in line with agro-forestry principles

Our **overall aims** are:

1. Build a new generation of social entrepreneurs and leaders
2. Offer to the local communities some innovative and sustainable approaches to develop resilient livelihoods through improvement of food security and alternative income opportunities
3. Reduce unsustainable use and reliance on natural resources (including several globally threatened and endemic species) by local communities and therefore contributing to biodiversity conservation in the area.

### **ROLES AND RESPONSIBILITY OF THE POSITION**

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- Develop the Nong Boua Kam center according to proposed plans (c.f. report) including land zones: Zone 1: Kitchen gardens and welcoming area; Zone 2: Market garden; Zone 3: community village; Zone 4: Grazing and farm stay; Zone 5: wildlife sanctuary
- Manage and coordinate the development of the *Community Sustainable Ecotourism Farm Manager* following principles of agro-ecology and social business enterprise, including the following activities: ecotourism hospitality and services; handicrafts; NTFP and other natural products production and value chain; food production etc.
- Facilitate dialogue between members of the community to strengthen the community cooperative for benefit sharing
- Develop business plans
- Coordinate workshops in technical training with external consultants for the development of profitable activities at the center
- Assess value chain of products with business partners
- Develop partnerships with business partners
- Advertise and market the services and products of the center for the national and international community
- Reporting to the Project Manager, the director of Association Anoulak



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### **EXPECTED OUTCOMES AND DELIVERABLES**

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The expected **outcomes (impacts)** are:

- A sustainable ecotourism farm and training center
- Income generation for the local community
- Community entrepreneurship and leadership skills
- Alternative livelihoods skills
- Social enterprise and community cooperative; community spirit strengthening
- Community/hamlet/individual social and environmental projects
- Reduction in reliance on natural resources for livelihoods, resulting in biodiversity conservation

The expected **deliverables** are:

- A sustainable ecotourism farm and training center developed based on initial design plans
- Training workshops on functional skills development
- Training workshops on technical skills (on sustainable and alternative livelihoods)
- Workshops on social enterprise and cooperative management
- Ecotourism tours and advertisements
- Progress and final reports; Video produced

### **WORK SCHEDULE AND LOCATION**

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This is full-time position based in Nakai District at the Nong Boua Kham community centre, Khammouan Province, Lao PDR.

The position will involve travels to other provinces to meet with potential partners.

### **BENEFITS**

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This position will be paid a monthly salary of **1000 USD/mo**

Additional travel allowance will be provided as necessary

The position will be covered with a private health insurance

### **CANDIDATE REQUIREMENTS**

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The selected candidate must fulfil the following criteria:

- Lao national
- Background/professional experience should include at least one of the following fields: agro-ecology, social and environmental entrepreneurship management, community cooperative, social and environmental business and marketing, sustainable and alternative livelihoods



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- Strong interest, passion, motivation and commitment to participate in Lao community sustainable development
- Team and project management skills
- Able to develop partnerships and communicate with partners
- Outgoing and willing to support a team and community effort
- Able to coordinate activities in an efficient and organized manner
- Creative; cooperative attitude; reliable and honest; capable of working independently
- Fluent in English (spoken and written)