



TERMS OF REFERENCE

Research & Monitoring Ranger

Reporting to: Research & Monitoring Team Leader

Introduction

Ya'axché staff are expected to work cooperatively with others, demonstrate flexibility, have good communication skills, and demonstrate thoughtfulness in decision making. Staff must be non-judgmental and receptive, live up to the values of integrity, respect, and professionalism while reflecting genuine concern toward both the biosphere and the communities where Ya'axché is active.

Purpose:

The **Research & Monitoring Ranger** is responsible for supporting the science program with the collection of biodiversity research and monitoring data in Ya'axché's 4 protected areas and within other target sites of the Maya Golden Landscape. Science rangers ensure that Ya'axché's Science Program is collecting high quality data according to the BRIM strategy in order to inform management practices for the organization. As part of the research and monitoring team, rangers are responsible for keeping good records in the field and for entering data to established databases. Rangers are also responsible for protecting the natural resources within MGL protected areas which includes assisting with patrols and incident reporting.

The Research and Monitoring Ranger maintains strong relationships with Science Program staff, PAM team members, COL and YICE teams, Ya'axché interns and volunteers, community members, and visiting researchers.

Ranger Position: Entry Level (Level 1)

Primary relationships

- Supervisor: Research & Monitoring Team Leader
- Science & PAM Program staff
- COL & YICE Program staff
- Field station users and guests

Key areas of responsibility

- Perform Biodiversity Data Collection
- Assist Data Entry and Management

Main Duties and Responsibilities:

The Research and Monitoring Ranger is accountable for:

1. Conducting research and monitoring activities for biodiversity targets according to the monthly schedule.
2. Assisting in any field research activities that Ya'axché is an implementing partner.
3. Ensuring accurate data are collected in the field and entered into respective databases in a timely and efficient manner.
4. Ensuring all duties are carried out according to Ya'axché's Ranger Manual.
5. Maintaining Field Station and Ranger Base facilities including vehicles/ATV, trash removal, and technical equipment during shifts.
6. Documenting any opportunistic evidence of illegal activities using SMART, write relevant reports, and communicate incidents to PAM team promptly.
7. Assisting with problem solving minor issues and reporting major ones to Team Leader.
8. Carrying out joint activities to support PAM, COL, YICE, or any other organizational activities when needed and that requires ranger time.
9. Representing Ya'axché at Community Forums and Events that are essential for Biodiversity Research and Conservation.
10. Performing any other tasks from time to time that may be requested, highlighting skills and experience.
11. This is by no means an exhaustive list of responsibilities of a ranger at Ya'axché.

Outcomes and Performance Indicators to be achieved by the position:

Outcomes	Performance Indicators
<p>1. Ranger Team Support</p> <p>Well-functioning Research and Monitoring Ranger Team.</p> <ul style="list-style-type: none">▪ Highly trained research and monitoring team▪ Well-equipped research and monitoring team	<ul style="list-style-type: none">▪ Zero unauthorized absences▪ Test scores for biodiversity trainings improve by at least 10% annually▪ 100% of trainings attended▪ Training and capacity building needs are communicated to team leader at least every 6 months during appraisal process▪ Ranger meeting minutes show that updates (including incidents) from the field are shared with the PAM team regularly▪ Any structural or technical faults in facilities or equipment are reported to the PAM Manager immediately

2. *Science Program Management Support*

Monitoring activities are carried out in accordance with monthly schedule and following BRIM protocols

- Efficient and accurate biodiversity data collection at research locations in the MGL for informed management decisions
- Monitoring effort increased within the MGL

- At least 90% of scheduled research activities are carried out each month
 - Data entry is conducted by all team members
-

Place(s) of work:

- Main Office: #3 Ogaldez Street, Punta Gorda, Toledo District, Belize
- Golden Stream Field Station, Golden Stream Community, Toledo District, Belize
- Bladen Nature Reserve Field Station, Toledo District, Belize
- Maya Golden Landscape in southern Belize

Qualifications:

Education Level, Experience, and Specific Skills

- Minimum High School Diploma or at least 2 years as a field research assistant
- Excellent health condition
- Able to handle physical field work including camping for multiple days in a row in remote jungle settings
- Experience in teamwork is essential
- Basic office computer skills (Email, Excel, Word)
- Excellent driving skills (valid licence) including 4WD an advantage
- Good written and spoken English
- Spanish/Qe'qchi an advantage
- Preferably from community in the Toledo District