



Vacancy announcement

Position: Monitoring and Evaluation Officer, Integrated Forest Landscape Management for Strengthening the North-Eastern and Eastern Forest Corridors Project

Application deadline: 5 October 2026

RECOFTC is an international nonprofit organization working towards a future where resilient communities with respected rights thrive in forest landscapes that they manage sustainably and equitably. We take a long-term, landscape-based and inclusive approach in supporting local communities to secure their land and resource rights, stop deforestation, find alternative livelihoods and foster gender equality. We have almost 40 years of experience working with people and forests and have built trusting relationships with partners at all levels. As a trusted, honest broker, we occupy a distinct position as an international organization that supports, informs and brings together governments, communities, businesses, academia and civil society organizations. Our innovations, knowledge and initiatives enable countries to foster good forest governance, mitigate and adapt to climate change and achieve the UN Global Goals.

We operate in the Asia-Pacific region, with country offices in Cambodia, Indonesia, Lao PDR, Myanmar, Nepal, Thailand and Viet Nam.

In Thailand, RECOFTC works closely with government agencies, communities and partners to advance biodiversity conservation and sustainable forest landscape management, including through the Integrated Forest Landscape Management for Strengthening the North-eastern and Eastern Forest Corridors (IFLMS-NE&E) project. The project is funded by the Global Environment Facility (GEF), with the Food and Agriculture Organization of the United Nations (FAO) serving as the GEF implementing agency. RECOFTC holds overall executing and technical responsibility for the project as the operational partner, with FAO providing oversight and technical support, and the Royal Forest Department (RFD) serving as the lead government partner agency.

The project focuses on four forest complexes along Thailand's eastern border: Phu Phan, Phanom Dongrak–Pha Tam, Dong Phrayayen-Khao Yai and the eastern forest, which together span 6.5 million hectares of globally significant wildlife habitat, home to species such as the Asian elephant, the Indo-Chinese tiger and the Great Hornbill. These landscapes are under growing threat from forest degradation, land-use change and habitat encroachment and fragmentation, which increasingly expose wildlife to human activity. The Government of Thailand has recognized that protecting these habitats requires a landscape approach, since the effectiveness of protected areas depends heavily on what happens in the surrounding lands and waters, shaped by the actions of communities, private landowners and government agencies.

The project's primary goal is to strengthen biodiversity conservation across these four complexes by improving forest landscape management. This involves strengthening government policy, institutional arrangements and capacities for conservation within and between protected areas, mainstreaming biodiversity objectives into the management of forests, agricultural land and plantations, and reducing human-wildlife conflict. The project also contributes to broader national policies and laws on land degradation, gender equity, rural development and climate change.

Delivery of the project draws on a wide network of partners at the national, provincial and local levels, including government departments, non-governmental organizations, the private sector and academic institutions. More than 30 stakeholder groups are engaged across the four target forest complexes, including provincial government departments, local authorities, local administrative organizations, forest plantation owners, community forest users, local communities and academic institutions.

RECOFTC is currently seeking a Monitoring and Evaluation Officer for the IFLMS-NE&E project based at the RECOFTC Thailand Office in Bangkok. The selected candidate will be offered a 24-month contract with the possibility of extension, contingent on funding availability and satisfactory performance. Any offer of employment resulting from this vacancy is contingent upon confirmation of project funding.

Tasks and duties

The Monitoring and Evaluation Officer will be a member of the Project Management Unit (PMU) within the RECOFTC Thailand Office, reporting directly to the Project Technical Adviser, and working closely with other staff across the RECOFTC Thailand Office and Main Office. The officer is responsible for the overall planning and implementation of the project's monitoring and evaluation activities, ensuring that all project components remain results-oriented and that implementing partners and service providers stay focused on achieving the targets set out in the project results framework. The officer also tracks project progress and performance across implementing partners and service providers and ensures that the mid-term review and final evaluation are supported by sufficient information to assess the project's success.

Specific tasks and duties include:

- Develop and implement project monitoring and evaluation (M&E) systems, plans and tools to track progress, outcomes and impact
- Design data collection processes and collect, analyze and report quantitative and qualitative data linked to project outcomes and indicators, to inform decision-making and learning
- Ensure data quality, validity and reliability through regular verification and validation exercises
- Lead the design of meetings and workshops related to the project's M&E plan, including for gender, environmental and social safeguards strategies, and the stakeholder engagement plan
- Conduct baseline spatial analysis of the project area, along with baseline socio-economic and environmental surveys, using participatory processes and relevant tools
- Coordinate with project partners to establish a Sub-national Land Monitoring System (SLMS) platform for the four forest complexes, ensuring it is populated with baseline data

- Oversee the continued management and operation of the SLMS platform throughout the project, including regular data updates
- Prepare a report on land-use change over the project timeframe, including an assessment of impacts on biodiversity, climate and social indicators
- Coordinate and facilitate monitoring and evaluation-related workshops, training and meetings with internal and external stakeholders
- Prepare project implementation reports in compliance with annual work plans and monitoring, evaluation and learning (MEL) frameworks and support the mid-term review and final evaluation, including updating tracking tools
- Document and disseminate M&E findings, lessons learned and best practices to relevant audiences
- Work with the RECOFTC Thailand MEL focal point to ensure project data feeds into RECOFTC's broader MEL tools and requirements

Qualifications and experience

Essential

- Bachelor's degree or higher in social sciences, development studies, economics, agriculture, statistics, research methods, natural resources management, or a related field
- At least five years of monitoring and evaluation experience
- Knowledge and experience applying or managing GIS tools and spatial information, including using GIS to track project indicators
- Demonstrated knowledge of research, monitoring and evaluation in international development with the ability to advise on result-based M&E approaches
- Working knowledge of databases and IT systems relevant to the Biodiversity Information Systems, the SLMS platform and project M&E
- Proven ability to communicate technical information clearly to both technical and non-technical audiences
- Strong organizational skills with a track record of prioritizing tasks and meeting deliverables and deadlines
- Strong interpersonal, oral and written communication skills
- Willingness and ability to travel frequently to target forest complexes
- Thai nationality

Desirable

- Experience with FAO- or UN-funded projects
- Ability to work under pressure and meet tight deadlines
- Demonstrated openness to change and ability to manage complexity, including responding constructively to critical feedback and differing points of view
- Experience applying participatory approaches to stakeholder accountability and organizational learning
- Experience in, and ability to facilitate, capacity building and training at various levels

RECOFTC's core values

At RECOFTC, our core values are the foundation of our culture and guide all our work. In addition to job-specific skills and experience, the applicant should possess the following characteristics, attitudes and skills:

- Embrace innovation
- Adapt to and learn from challenges
- Nurture commitment, responsibility and ownership
- Collaborate with partners and stakeholders
- Commit to sustainability
- Cultivate participation, gender equality and social inclusion
- Prioritize well-being

Commitment to RECOFTC policies and procedures

- At RECOFTC, we uphold the highest standards of integrity, transparency and responsibility in all our operations. Our policies and guidelines are designed to ensure a safe, inclusive, sustainable and ethical environment for our staff, partners, consultants and the communities we serve.
- All staff, consultants and contractors engaged by RECOFTC are required to comply with RECOFTC's policies and procedures while performing their roles with RECOFTC.

How to apply

Interested candidates are invited to submit a CV and cover letter. The cover letter should describe the candidate's suitability for the position, state salary expectations and provide contact details of three referees, including recent supervisors. [Please apply by clicking here.](#)

Only shortlisted candidates will be contacted. RECOFTC offers a competitive compensation package.

For more information about RECOFTC, please visit our website at www.recoftc.org.

RECOFTC is committed to non-discrimination and equal opportunity. Applicants will not be discriminated against based on ethnicity, religion, age, nationality, physical disability, sexual orientation, gender identity, colour, marital status, medical condition, or any other classification protected by RECOFTC's values and code of conduct. Reasonable accommodations may be made to enable qualified disabled applicants to participate in the application process. If you require special accommodation, please inform RECOFTC's Human Resources in writing at the time of application. The successful candidate will be selected based on merit. RECOFTC strongly encourages women and individuals from Indigenous and ethnic groups to apply.