



**INTEGRATED NATURAL RESOURCE MANAGEMENT (INRM)
IN THE PRODUCTIVE, NATURAL AND FORESTED LANDSCAPE OF NORTHERN
REGION OF CAMBODIA**

JOB DESCRIPTION

I. Position Information

Job Title:	Midterm Reviewer (MTR)
Reports to:	Project Director
Contract Type:	National Consultant
Duty Station:	Phnom Penh
Expected Places of Travel:	Kampong Thom, Siem Reap and Preah Vihear provinces (5 days)
Duration:	35 working days (from June to August 2023)

II. Background

The INRM project objective is to promote integrated landscape management for the conservation and sustainable use of biodiversity, natural resources and ecosystem services in the northern part of Cambodia. The intent is to generate multiple landscape benefits including effective conservation of globally threatened species and high conservation forests, improve management of natural resources and ensure the maintenance of ecosystem services. It is aimed specifically at improving the management of protected areas and ensuring their financial sustainability, enhancing the productivity of production and agricultural lands and improving local livelihoods. Increasing demand for forest, agricultural and wildlife products, crop land and agriculture monocultures, and infrastructure and transportation development has accelerated in recent years thereby, rapidly changing the landscape with consequential threats to biodiversity and ecosystem services. The project is thus aimed at addressing these multiple threats by harmonizing socio-economic development, sustainable management of land, forests, natural resources and biodiversity conservation through an integrated management approach, with water as a catalyst, in Northern Landscapes of Cambodia. To achieve these, actions will be taken to – strengthen policies and institutional capacity at the national and sub-national levels to ensure the integration of biodiversity and ecosystem services in sector and sub-national socio-economic development planning.

This will be achieved within a five-year project commencing from July 2020 and expected to end in June 2025. The interventions will be mainly implemented by the project consultants, pre-identified partners and small grant partners over three inter-related components:

- Component 1: Systemic and institutional capacity for integrated landscape management;
- Component 2: Effective management of Protected Areas and surrounding riparian and multiple use production landscapes in Northern Cambodia;
- Component 3: Knowledge management, gender mainstreaming, learning and M&E.

III. Scope of Work

The MTR National Consultant will be recruited based on an open and competitive process for working with the MTR International Consultant to conduct midterm review of the INRM project.

The project's target area for the MTR is within the three provinces namely Kampong Thom, Siem Reap and Preah Vihear where three protected areas (Phnom Kulen National Park, Angkor Protected Landscape, and Kulen Promtep Wildlife Sanctuary) and three watersheds (Stung Siem Reap, Stung Staung, and Stung Sen).

IV. Duties and Responsibilities

Under the guidance and supervision of the National Project Director, the National Consultant will work closely with the INRM Project Management Unit (PMU) to support the MTR International Consultant for conducting the MTR. The Consultant shall undertake the specific tasks but not limited to the following:

- Arrange schedule and organize meetings with the PMU, INRM partners and stakeholders;
- Arrange and attend field mission to the INRM project sites;
- Interpret and/or translate document from Khmer to English and vis-versa for the MTR International Consultant;
- Collect relevant documents as required by the MTR International Consultant for the MTR process;
- Assist International Consultant in the process of assessment, analyst, evaluation and developing MTR report;
- Debrief PMU on the meetings with INRM relevant stakeholders including INRM's partners;
- Compile all collected documents for PMU;
- Prepare MTR activities report and submit to PMU for clearance;
- Other tasks may require by the MTR International Consultant and PMU as appropriate.

V. Expected Outputs and Deliverables

No.	Deliverables/Outputs (Based on above tasks and responsibilities)	Timeframe
1	Deliverable 1: Submit Inception Report with the inclusion of work plan and budget plan.	1 st week of June 2023
2	Deliverable 2: Present and debrief the results of the meetings with INRM relevant stakeholders and partners.	1 st week of July 2023
3	Deliverable 3: Submit MTR activities report and the compilation of collected documents.	3 rd week of August 2023

VI. Institutional Arrangement and Duty Station

The NC will work work closely with the Project Management Unit (PMU) for generated deliverables/outputs and submit to the Project Director for approval.

The duty station of this assignment is a combination of home-based and/or be based in Department of Biodiversity Office, Ministry of Environment and UNDP CO in Phnom Penh including travel to the project target areas. The Daily Substantive Allowance (DSA) and transportation for travel to the project target sites will be covered by the project and will be arranged by PMU.

VII. Duration of the Work

This assignment is for 35 days spreading from June to August 2023. Prior to commencing the

assignment, the consultant will be required to prepare an inception report outlining the methodology and a detailed work plan for the assignment which will be reviewed and cleared by PMU and PD.

VIII. Payment Milestones			
No.	Outputs/Deliveries	Payment Schedule	Payment Amount
1	Upon submission of the deliverable 1	2 nd week of June 2023	20%
2	Upon satisfactory completion of the deliverable 2	2 nd week of July 2023	40%
3	Upon satisfactory completion of the deliverable 3	4 th week of August 2023	40%

IX. Recruitment Qualifications	
Education:	<ul style="list-style-type: none"> Bachelor's degree or equivalent degree in environmental management/sciences, natural resource management, biodiversity-ecosystem, development studies, gender, communication, social economic or other related fields;
Experiences:	<ul style="list-style-type: none"> At least 5-year experience in managing, monitoring or evaluating projects; Demonstrate experience in MTR/external evaluation within the UN system, and/or working with the UNDP/GEF evaluation team or others related institutions which is considered as an advantage;
Competencies:	<ul style="list-style-type: none"> Proven track record in similar assignments; Strong interpersonal and communication skills; Strong analytical, reporting and writing abilities skills; Openness to change and ability to receive/integrate feedback; Ability to plan, organize, implement and report on work; Proficiency in the use of office IT applications and internet; Outstanding communication, project management and organizational skills, including presentation and facilitation skills; Demonstrates integrity and ethical standards; Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability and Flexible and willing to travel as required.
Language Requirements:	<ul style="list-style-type: none"> Excellent communication and writing skills in English and Khmer.
Gender	<ul style="list-style-type: none"> Woman is encouraged to apply.

Interested individual should submit a cover letter, CV and support reference **no later than 08 June, 2023 (5:00 PM)** to the PMU of INRM project, Ministry of Environment: Third floor, Morodok Techo Building (Lot 503) Tonle Bassac, Chamkarmorn, Phnom Penh, Cambodia and / or email to: keosamnang.tiep@gmail.com. Only short-listed candidates will be contacted for interview.