



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

JOB DESCRIPTION

I. Position Information

Job Title:	Water Resource Management Specialist
Reports to:	Project Director
Contract Type:	National Consultant (NC)
Duty Station:	Phnom Penh
Expected Places of Travel:	Kampong Thom, Siem Reap and Preah Vihear provinces
Contract Duration:	35 days from March to July 2023

II. Background

The INRM project's 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 through three inter-related components that are focused on addressing existing barriers, these are:

- 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 Water Resource Management Specialist will be recruited based on an open and competitive process and hired under the Project Component 2. The objective of this assignment is to calculate the water capacity/availability in the project target areas (PKNP, Angkor PL, KPWS, Stung Siem Reap, Stung Staung, and Stung Sen). For this an assessment of the water quantity and quality for continued water provision from waterhead/water sources to downstream areas needs to be calculated in order to generate scientific evidence and data for supporting the development of policy, regulations and

institutions for the promotion of integrated management approaches and the mainstreaming of protected areas, biodiversity, and ecosystem services in development and sector planning within the biological landscapes in the northern part of Cambodia.

The project's target area falls within 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) are located in. The specialist will work closely with the Project Management Unit (PMU) for review and comments, and submit the agreed expected-deliverables to the Project Director for approval.

IV. Duties and Responsibilities

The National Consultant will be responsible for the following specific tasks, but not limited to:

1. Conduct a desk review on watershed, water provision, and water consumption in the project target areas encompassing of three PAs (PKNP, Angkor PL, and KPWS) and three watersheds (Stung Staung, Stung Siem Reap, and Part of Stung Sen); including water resource related policies and regulations for the water resource development and conservation.
2. Analyse the water availability or carry capacity that PAs and surrounding riparian areas/watersheds can provide;
3. Assess, validate and analysis data collected from stakeholders' meeting/discussion;
4. Draft an assessment report on Water Capacity/Availability in the project target areas in Northern Landscape of Cambodia;
5. Present the findings during national consultation workshop and meeting;
6. Based on the comments and recommendation from the workshop, finalize the assessment report and Project Director for approval;
7. Other tasks may require by PMU.

V. Expected Outputs and Deliverables

No.	Deliverables/Outputs (Based on above tasks and responsibilities)	Timeframe
1	Deliverable 1: Submit the inception report with the inclusion of work plan and budget plan	3 rd week of March 2023
2	Deliverable 2: Submit the draft assessment report to PMU for review	4 th week of May 2023
3	Deliverable 3: Finalize the assessment report and submit it to Project Director for approval	3 rd week of June 2023

VI. Institutional Arrangement and Duty Station

The NC will work closely with the Project Management Unit (PMU) for review and comments on the generated deliverables/outputs and submit the generated deliverables/outputs to the Project Director for approval. A short weekly update is expected to meet with the INRM team.

The duty station of this assignment is a combination of home-based and/or be based in Department of Biodiversity Office, Ministry of Environment in Phnom Penh. If any travel to the target provinces as necessary, the Daily Substantive Allowance (DSA) and transportation will be covered by the project and will be arranged by PMU.

VII. Duration of the Work

The assignment is for 35 days spreading from March to July 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 deliverable 1	March 2023	20%
2	Upon satisfactory completion of deliverable 2	June 2023	40%
3	Upon satisfactory completion of deliverable 3	July 2023	40%

IX. Recruitment Qualifications

Education:	<ul style="list-style-type: none">• Master's degree in Water Resources Management, and/or other related fields.
Experiences:	<ul style="list-style-type: none">• At least 5 years progressive experience in planning and managing large-scale water resources management programs• Familiarity with GEF and UNDP procedures an advantage
Competencies	<ul style="list-style-type: none">• Proven track record in similar assignments• Proven ability to promote cooperation between and negotiate with a range of stakeholders, and to organize and coordinate multi-disciplinary teams;• Strong leadership and team building skills;• Self-motivated and ability to work under pressure;• Demonstrable ability to organize, facilitate, and mediate; technical teams to achieve stated project objectives;• Strong computer skills;• 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 March 09, 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.