



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

**JOB DESCRIPTION**

**I. Position Information**

Job Title:	<b>Gender Specialist</b>
Reports to:	<b>Project Director</b>
Contract Type:	<b>National Consultant (NC)</b>
Duty Station:	<b>Phnom Penh</b>
Expected Places of Travel:	<b>Kampong Thom, Siem Reap and Preah Vihear provinces</b>
Contract Duration:	<b>November 2020 to February 2021</b>

**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 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 Gender Specialist will be recruited based on an open and competitive process. The specialist will be hired under the Project Component 1 in order to achieve Outcome 1. Overall, this specialist is required to analyze existing policies in relation to gender, biodiversity, ecosystem and socio-economic; and to support policy, regulations and institutional development.

#### IV. Duties and Responsibilities

The work of the National Consultant (NC) will be in Phnom Penh for meeting with key stakeholders and will travel to the provinces such as Kampong Thom, Siem Reap, Preah Vihear and other provinces as necessary or identified by Ministry of Environment to validate and/or collect additional information. This will include, but limited to:

1. Desk review on existing gender policies and regulations to identify key gaps and opportunities to mainstream gender, biodiversity, ecosystem and socio-economic within broader landscape planning and management approaches;
2. Data collection, finding analysis, and recommendation for further activities;
3. Draft an assessment report and submit to PMU for review;
4. Present the findings during national consultation workshop and BTWG meeting;
5. Finalize the assessment report and submit to Project Director for an approval;
6. Other tasks may require.

#### V. Expected Outputs and Deliverables

No.	Deliverables/Outputs (Based on above tasks and responsibilities)	Timeframe
1	Submit Inception report with the inclusion of work plan and budget plan	4 <sup>th</sup> week of November 2020
2	Submit the draft assessment report to PMU for review	4 <sup>th</sup> week of January 2021
3	Finalize the assessment report and submit it to Project Director for approval	2 <sup>nd</sup> week of February 2021

#### VI. Institutional Arrangement and Duty Station

The NC will work closely with the Project Management Unit (PMU) and UNDP 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 expected to be performed from 4<sup>th</sup> week of November 2020 to 4<sup>th</sup> week of January 2021. It is expected that the final documents will be submitted by 2<sup>nd</sup> week of February 2021.

<b>VIII. Payment Milestones</b>			
<b>No.</b>	<b>Outputs/Deliveries</b>	<b>Payment Schedule</b>	<b>Payment Amount</b>
1	Upon submission of the deliverable 1	4 <sup>th</sup> week of November 2020	<b>30%</b>
2	Upon satisfactory completion of the deliverable 2	1 <sup>st</sup> week of February 2021	<b>40%</b>
3	Upon satisfactory completion of the deliverable 3	3 <sup>rd</sup> week of February 2021	<b>30%</b>

<b>IX. Recruitment Qualifications</b>	
Education:	<ul style="list-style-type: none"> <li>At least Master’s degree in Social Sciences, Natural Resource Management, Public Administration, and other related fields.</li> </ul>
Experiences and Competencies:	<ul style="list-style-type: none"> <li>Minimum 5 years of experiences in gender related programs;</li> <li>Proven track record in similar assignments</li> <li>Familiarity with GEF and UNDP procedures an advantage</li> </ul>
Language Requirements:	<ul style="list-style-type: none"> <li>Excellent communication and writing skills in English and Khmer.</li> </ul>

*Interested applicants should submit a cover letter, CV and support reference **no later than 14<sup>th</sup> November 2020 (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: [sophorntin8@gmail.com](mailto:sophorntin8@gmail.com). Only short-listed candidates will be contacted for interview.*