



**GEF/UNDP/ASEAN PROJECT ON REDUCING POLLUTION AND PRESERVING ENVIRONMENTAL FLOWS
IN THE EAST ASIAN SEAS THROUGH THE IMPLEMENTATION OF INTEGRATED RIVER BASIN
MANAGEMENT (IRBM) IN ASEAN COUNTRIES**

VA/CAMBODIA-IRBM/2026-004

**TITLE: CONSULTANCY SERVICES FOR THE CONDUCT OF DETAILED BASELINE ASSESSMENT
FOR IRBM PILOT PROJECT DEVELOPMENT AND IMPLEMENTATION IN KAMPONG
BAY RIVER BASIN, CAMBODIA**

TYPE: National and river basin levels

DURATION: April – June 2026

CLOSING DATE: March 31, 2026

****The consultancy is open for Cambodian nationals or entities only.**

BACKGROUND

The GEF/UNDP/ASEAN Project on Reducing Pollution and Preserving Environmental Flows in the East Asian Seas through the Implementation of Integrated River Basin Management (IRBM) in the ASEAN Countries is a 5-year project (2023-2027) with the goal of establishing functional IRBM mechanisms in priority river basins/sub-basins in the six ASEAN Member States (AMS), i.e., Cambodia, Indonesia, Lao PDR, Malaysia, Philippines and Viet Nam, to reduce pollution, sustain freshwater environmental flows and adapt to climate change vulnerabilities.

The Project is designed to improve governance and management arrangements in IRBM and accelerate the required changes in the six AMS in support of national priorities, objectives and commitments to global sustainable development targets using the Source to Sea (S2S) framework.

Component 2 of the project supports the development and demonstration of sustainable and replicable solutions within the project's timeframe and budget at appropriate scales and locations, covering key issues identified in each participating AMS. In Kampong Bay River Basin (KBRB), the priority river basin in Cambodia, major issues identified during consultations included wastewater and solid wastes. Subsequent consultations identified community-based wastewater and solid waste management, and enhancing the ecotourism potential of the Kampong Samaki Fishery Community as the pilot projects that can be developed and implemented under the IRBM Project. The identified pilot projects were confirmed by the Inter-Ministerial Working Group during their meeting on 24 December 2025.

Located in Kampong Nong and Kampong Tnaot villages, Koun Satv Commune, Teukk Chou District in Kampot Province, the Kampong Samaki Fishery Community covers a total area of 577 hectares, including 50 hectares of seagrass management area, 72 hectares of mangrove forests management area and 45 hectares of sand and mud area. The fishery community offers nature ecotourism by providing services such as homestays, fishing trips, boat rides and hands-on activities like mangrove planting and seagrass restoration.



The conduct of a detailed baseline assessment is required to establish the existing conditions in Kampong Samaki Fishery Community prior to the development and implementation of the pilot projects. The results of the assessment will provide important inputs in the design of the pilot projects and as benchmark for future monitoring and evaluation.

This Terms of Reference require a Consultant/Consulting Firm to undertake a detailed baseline assessment in Kampong Samaki Fishery Community and provide recommendations to initiate pilot project development and implementation for consideration by the Inter-Ministerial Working Group.

SCOPE OF WORK, DUTIES AND RESPONSIBILITIES AND DELIVERABLES

Under the direct supervision and guidance of the Department of Water Quality Management of the Ministry of Environment, Cambodia with technical guidance from the Regional Project Management Unit, the Consultant/Consulting Firm will be responsible for the following tasks:

- 1) Prepare a concept note outlining the detailed methodology and work schedule for conducting a detailed baseline assessment in Kampong Samaki Fishery Community, in support of the development and implementation of a community-based wastewater and solid waste management and enhancement of the ecotourism potential of the community as pilot projects;
- 2) Based on the approved methodology, conduct a detailed baseline assessment in Kampong Samaki Fishery Community by gathering general data and information on biophysical and ecological characteristics of the area, socioeconomic and environmental conditions, land use, demographics, access to environmental services, enabling factors, including climate related hazards. Additional issue-specific data will also be gathered that will cover, but not limited to, the following:
 - a) Community-based solid waste management: waste generation; waste composition; waste collection, transfer, processing and final disposal; policy, institutional and regulatory framework; plans and programs on solid waste management; waste management practices and behavior, gaps and needs;
 - b) Community-based wastewater management: wastewater generation; sanitation and septage; water supply; water and wastewater quality; policy, institutional and regulatory framework; regulatory requirements and compliance; plans and programs on domestic wastewater management; wastewater infrastructure and services, gaps and needs; and
 - c) Enhancing ecotourism potential: policies, strategies and plans on coastal tourism; number and types of tourist arrivals, existing facilities and infrastructure, services offered, tourism carrying capacity, sources of income, livelihood options, gaps and needs.
- 3) Consolidate the results of the baseline assessment with recommendations on potential technology/solution options and next steps in developing and implementing a community-based solid waste and wastewater management in Kampong Samaki Fishery Community, and enhancing the eco-tourism potential of the community.



Expected Outputs and Deliverables

- Concept note detailing the methodology and work schedule for the conduct of detailed baseline assessment in Kampong Samaki Fishery Community
- Draft and final detailed baseline assessment reports incorporating recommendations on potential technology/solution options and next steps in developing and implementing a community-based solid waste and wastewater management and enhancing the ecotourism potential in Kampong Samaki Fishery Community.

WORKING ARRANGEMENTS

Institutional Arrangement

RPMU through the Ministry of Environment of Cambodia will provide access to available materials and documents to the Consultant/Consulting Firm, including facilitating arrangements for consultations and meetings with key partners and stakeholders in Kampot Province. The Consultant/Consulting Firm will be coordinating regularly with the RPMU through MOE.

Duration of the Work

The expected duration of the work is from April to June 2026.

Duty Station

The Consultants/Consulting Firms will be home-based with regular coordination with MOE.

Travel Plan

Local travel cost to render services, as required in the TOR, are expected to be included in the financial proposal.

Qualifications of the Consultants/Consulting Firms

- Post Graduate Degree in relevant discipline.
- Good working knowledge of international, regional, national and local best practices on integrated river basin management (IRBM), integrated water resources management (IWRM), integrated coastal management (ICM) and other area-based management approaches that complement the Source-to Sea approach, including sound understanding of the issues related to pollution, freshwater environmental flows and climate change that may undermine sustainable development.
- At least 10 years working experience in Cambodia on ecological protection, watershed/river basin governance and management.
- Previous experience in developing similar reports, applying, assessing and analyzing relevant governance, socioeconomic and environmental indicators, engaging in stakeholder consultative process, and coordinating with partners from the national and local governments, international organizations, nongovernment organizations academe, etc. in Cambodia or in the wider East Asian Region.



- Relevant experience in leading multidisciplinary teams and dialoguing with a diverse range of stakeholders.
- Fluency in written and spoken English is an advantage.

Financial Proposal

Bidders/applicants should detail the budget plan based on expected outputs, clearly showing logical framework or activity plan to achieve the outputs.

Submission of Tender/Application

Applicants are requested to submit:

1. Duly accomplished **Letter of Confirmation of Interest and Availability**;
2. **Detailed Curriculum Vitae**, indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the team leader and members.
3. **Brief description** of why the organization/consultant is considered as the most suitable for the assignment.
4. A description of the **methodology**, on how they will approach and complete the assignment.
5. **Financial Proposal** that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs.

Applicants are requested to submit the tender and requirements via email to recruitment@pemsea.org. Kindly indicate the vacancy reference number and title of requirement when applying (in the subject line) by email.

Additional Considerations

Bid applications received after the closing date will not be considered. Only those candidates that are shortlisted will be notified.

For more information on IRBM, please visit <https://www.pemsea.org/what-we-do/integrated-river-basin-management-project>.
