



**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/2026-006

**TITLE: CONSULTANCY SERVICES FOR THE CONDUCT OF DETAILED BASELINE ASSESSMENT
AND FEASIBILITY STUDY FOR THE ESTABLISHMENT OF WASTEWATER TREATMENT
PLANT IN THE WEST SIDE OF KAMPOT CITY, CAMBODIA**

TYPE: National and river basin levels

DURATION: June – December 2026

CLOSING DATE: June 4, 2026

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

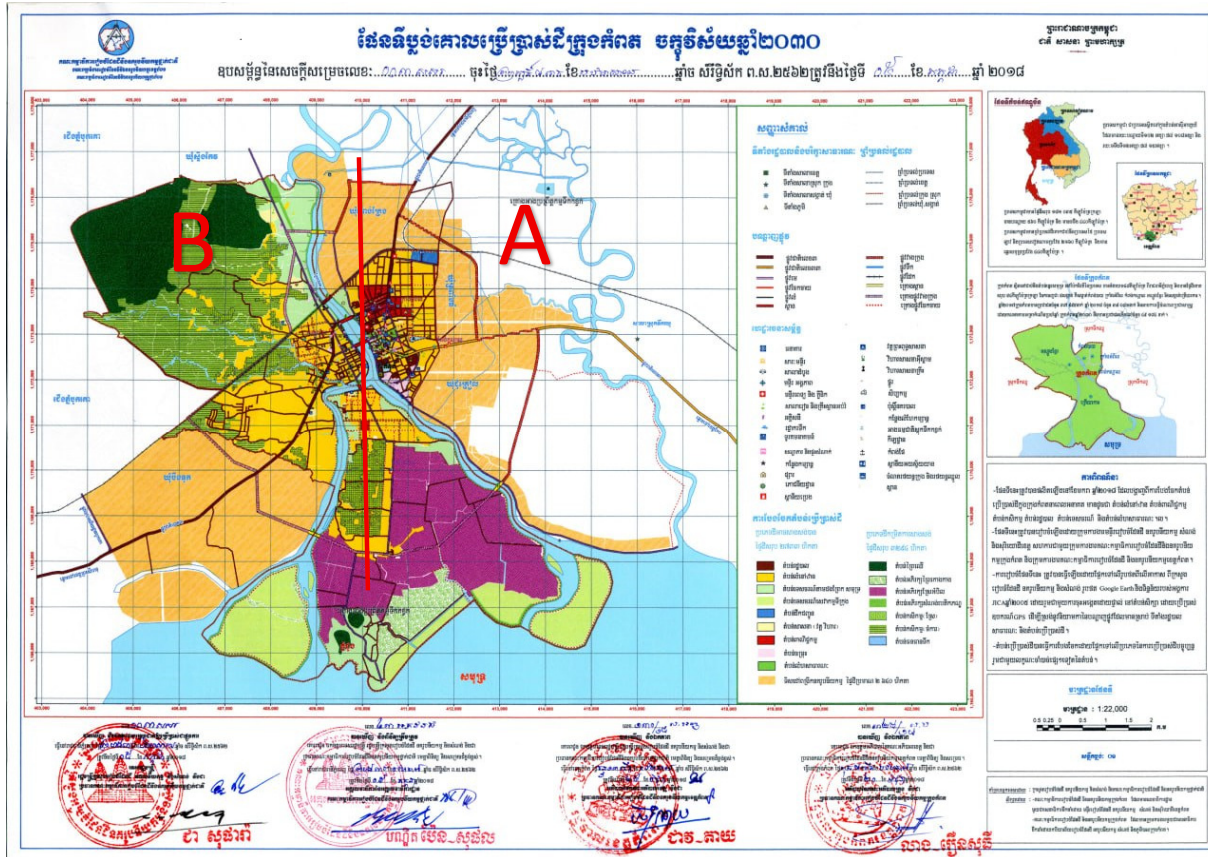
BACKGROUND

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 management in Kampot City.

The east side of Kampot City (A) is currently covered by the ADB-loan funded Wastewater Treatment Plant (WWTP) while the west side (B) remains unconnected to any treatment facility (see Map below).



This Terms of Reference require a Consultant/Consulting Firm to undertake a detailed baseline assessment and feasibility study for the establishment of a WWTP covering the west side of Kampot City, for consideration by the Inter-Ministerial Working Group and the Provincial Government of Kampot.

SCOPE OF WORK, DUTIES AND RESPONSIBILITIES AND DELIVERABLES

Under the direct supervision and guidance of the Department of Water Quality Management (DWQM) 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, work schedule and budget for conducting a detailed baseline assessment and feasibility study for the establishment of WWTP covering the west side of Kampot City;
- 2) Based on the approved methodology, conduct the detailed baseline assessment and feasibility study that will cover, but not limited to the following:
 - a. General data and information: gathering biophysical and ecological characteristics of the area, socioeconomic and environmental conditions, land use, demographics, enabling factors, including climate related hazards;



- b. Wastewater baseline and characterization: determining the wastewater generation, characteristics, wastewater quality and access to sanitation facility in the area;
 - c. Institutional and regulatory framework: reviewing existing policies, institutional and regulatory framework, plans and programs on wastewater management;
 - d. Technology and option evaluation: evaluating suitable technologies, including physical, chemical and biological processes based on the nature of wastewater, operational complexity and maintenance demands, energy consumption and potential for resource recovery, scalability and adaptability;
 - e. Preliminary financial and economic analysis: perform a preliminary cost-benefit analysis, including capital investment, operating expenses and cost-recovery options; payback periods and long-term financial sustainability;
 - f. Environmental and social impact: assess potential impacts, short-term and long-term, on the environment and local communities;
 - g. Risk management and contingency planning: identify potential risks arising from technical failures, regulatory changes, financial uncertainties and environmental hazards, and
 - h. Site assessment and evaluation: determine the most appropriate location for the WWTP considering factors such as proximity to the source of wastewater, environmental sensitivity, land availability and compliance to zoning requirements.
- 3) Based on the results of the detailed baseline assessment and feasibility study, identify and evaluate potential financing, investment and partnership mechanisms for the construction and operation of the proposed facility, including public sector, private sector, public-private partnership, and other financing models.
 - 4) Organize and conduct public consultations to inform, gather feedback and build consensus on recommended options and investment model.
 - 5) Consolidate the results from items 2-4 and submit the report with recommendations to the Inter-ministerial Working Group and Provincial Government of Kampot for consideration.

Expected Outputs and Deliverables

- Concept note detailing the methodology, work schedule and budget for the conduct of detailed baseline assessment and feasibility study for WWTP establishment covering the west side of Kampot City; and
- Draft and final feasibility reports
- Summary report on the public consultations



WORKING ARRANGEMENTS

Institutional Arrangement

RPMU through DWQM of 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 DWQM of MOE.

Duration of the Work

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

Duty Station

The Consultants/Consulting Firms will be home-based with regular coordination with DWQM of 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, environmental management, wastewater management, 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>.
