

Restoring ecosystems for sustainable development in the Tonle Sap Basin and Siem Reap/Phnom Kulen landscape (ERIP)

JOB DESCRIPTION

1. Position Information

Job Title:	Monitoring, Evaluation and Communication Officer (National)
Reports to:	Project Manager
Contract Type:	Individual Contractor (IC)
Classified Level:	Officer
Duration:	01 January 2026 – 30 December 2026
Duty Station:	Phnom Penh, with frequent travels to project sites

2. Background

The Tonle Sap Basin (TSB), encompassing 85,790 km² across seven provinces in Cambodia, is home to approximately 4 million people, many of whom rely on the basin's rich biodiversity and ecosystem services for their livelihoods. However, the region faces severe environmental degradation, with over 1.7 million hectares of forest lost between 2006 and 2022 due to illegal logging, agricultural expansion, infrastructure development, and climate change. This degradation threatens biodiversity, ecosystem services, and the cultural heritage of the area, including the Angkor Archaeological Area¹.

Despite government efforts—such as logging bans, protected area expansion, and reforestation targets—underlying socio-economic drivers of deforestation persist. These include poverty, unsustainable agricultural practices, weak governance, and limited financial and institutional capacity. The degradation has disproportionately impacted vulnerable groups, including women and Indigenous Peoples, who depend heavily on natural resources.

The Steung Siem Reap (SSR) watershed, which includes Phnom Kulen National Park and flows into Tonle Sap Lake, has been identified as a flagship site for restoration due to its ecological, cultural, and economic significance. The area is also central to Cambodia's tourism industry and holds spiritual importance for the Khmer people.

Project Objectives

The overarching objective of the ERIP is to generate climate, environmental, and socio-economic benefits at scale by enabling integrated, collaborative management of degraded watershed systems in the Tonle Sap Basin. This includes:

- Restoring ecosystem functionality and biodiversity conservation.

¹ Cambodia National BD Status Report 2016

- Enhancing community livelihoods and resilience to climate change.
- Promoting sustainable land and water uses mechanisms.
- Contributing to Cambodia's national and international environmental commitments.

The project aligns with Cambodia's Circular Economy Strategy (2023–2028) and the Pentagonal Strategy Phase I, targeting the "Green" and "Sustainable" pillars, which emphasize reforestation, conservation, and inclusive economic development.

Approach and Strategies

The ERIP adopts a three-component strategy to address the drivers of land degradation and promote sustainable watershed management:

1. Policy and Capacity Development

- Integrated Planning: Develop an Integrated Tonle Sap Basin Management Plan (ITSBMP) and policy briefs to mainstream biodiversity and ecosystem services into national and sub-national land-use planning.
- Decision Support Tools: Enhance the Cambodia Environmental Management Information System (CEMIS) with gender-responsive indicators and data-driven tools for adaptive management.
- Coordination Platforms: Revitalize the Tonle Sap Authority and establish multi-stakeholder watershed forums to ensure inter-sectoral and vertical coordination.
- Capacity Building: Train government officials and community leaders on integrated watershed management (IWM), participatory planning, and environmental safeguards.

2. Financing and Livelihoods

- Innovative Financing: Operationalize a Payment for Ecosystem Services (PES) scheme in the SSR watershed, supported by transparent financial mechanisms and public-private-community partnerships (PPCPs) and support result-based payment.
- Restoration Investments: Implement nature-based solutions (NbS) such as reforestation, agroforestry, and wetland restoration across the SSR watershed.
- Livelihood Diversification: Promote sustainable livelihoods through agroforestry, non-timber forest products (NTFPs), and community-based ecotourism (CBET), including the development of "green destinations" linked to the tourism sector.
- Gender and Inclusion: Ensure equitable participation and benefits for women, Indigenous Peoples, and other vulnerable groups through targeted training and enterprise support.

3. Knowledge and Communication

- Knowledge Management: Establish systems to capture and disseminate lessons learned, integrating traditional knowledge and scientific research.
- Global Engagement: Participate in the ERIP Global Coordination Project's Community of Practice to share and adopt best practices.
- Awareness Campaigns: Conduct outreach to raise awareness of ecosystem services and promote behavioral change among communities and stakeholders.

This integrated approach aims to restore ecosystem health, enhance resilience, and demonstrate scalable models for sustainable watershed management that can be replicated across Cambodia and the Mekong region.

3. Scope of Work

With guidance from and reporting to the Project Manager, and working closely with the Project Coordinator, the M&E and Communication Officer will carry out the following tasks:

Monitoring & Evaluation

- Revise and validate the projects M&E framework as needed at project inception and develop M&E tools for the inclusive monitoring and reporting.
- Ensure project's M&E meets the requirements of the Government, the UNDP Country Office, and UNDP-GEF.
- Monitor project progress and participate in the production of progress reports ensuring that they meet the necessary reporting requirements and standards – including inputs to the annual PIRs.
- Oversee and ensure the implementation of the project's M&E plan, including periodic appraisal of the Project's Theory of Change and Results Framework with reference to actual and potential project progress and results.
- Conduct monitoring and evaluation of results and impacts across work activities to assess performance, effectiveness and overall progress.
- Oversee/develop/coordinate the implementation of the stakeholder engagement plan.
- Oversee and guide the design of surveys/ assessments commissioned for monitoring and evaluating project results.
- Facilitate mid-term and terminal evaluations of the project, including management responses.
- Facilitate annual reviews of the project and produce analytical reports from these annual reviews, including learning and other knowledge management products.
- Support project site M&E and learning missions.
- Visit project sites as and when required to appraise project progress on the ground and validate written progress reports.

Communication

- Develop knowledge management strategy and a databased system for ERIP with strong focus on evidence-based documentation and knowledge sharing, including outreach strategies supporting scaling out across sub-national administrative, national, regional and global levels.
- Document best practices and learning and develop communication material to promote visibility of project results in both English and occasionally in Khmer.
- Participate in the ERIP community of practice (CoP) and contribute to global knowledge base from project experiences.
- Organize multiple innovative events, such as roadshows, online and printed media, to raise awareness among communities and government staff on the principles of integrated watershed management (IWM) and the benefits of restoration, conservation and ecosystem services.

4. Institutional Arrangement

The M&E and Communication Officer will be based in the Ministry of Environment. The Consultant will work under the guidance of the Project Director/MoE and in supervision of the Project Manager. The consultant will also work closely with the Project Coordinator and Project Management Unit (PMU) team members. The Project Director will approve the timesheet upon his/her satisfactory performance.

5. Duration of the Work

The assignment is for 12 months, spreading from 01 January 2026 to 30 December 2026. The contract may be recruited upon satisfactory performance.

6. Duty Station

The consultant 'M&E and Communication' will be based at the Ministry of Environment, and the person is expected to travel to the project sites as advised by the Project Director/Manager.

7. Minimum Qualifications of the Individual Contractor

Education:	<ul style="list-style-type: none">▪ Master's degree in relevant fields like environmental science, social science, natural resources management, or mass communication.
Experience:	<ul style="list-style-type: none">▪ At least five years of M&E and Communication experience in natural resources management projects (worked as M&E and Communication Assistant/Officer).▪ Demonstrated experiences in developing M&E and Communication frameworks and tools for environmental projects and programs.▪ Demonstrated ability to manage qualitative and quantitative data, interpretation of them, and dissemination in the context of forestry and biodiversity, natural resources management, and climate change.▪ Ability to collect learning, document them, and disseminate them through social media and other public forums.▪ Sound understanding of product layout and graphic design for the knowledge products.▪ Skills to document and edit audio-visual products, and finalize them.▪ Capable to communicate effectively and engage with a wide range of stakeholders, including government officials, the private sector, and civil society organizations as well as local communities.▪ Evidence of developing training curricula and training stakeholders on M&E and Communication tools and processes.▪ Experience working in development partner funded nature conservation or natural resource management projects.▪ Progressing work experience in Cambodia with the knowledge of national environmental and social regulations.▪ Experience with GEF and/or other UN assisted projects, preferred.
Soft Skills	<ul style="list-style-type: none">▪ Communication: Excellent written and verbal communication skills in Khmer and English.▪ Analytical and Reporting: Strong data management, data analysis, and report writing skills▪ Teamwork: Ability to work effectively in a team and interact with diverse stakeholders
Competencies:	<ul style="list-style-type: none">▪ Sound understanding of M&E frameworks, tools and processes.▪ Strong experience in Project Planning and Management▪ Understanding of gender, equality, safeguarding, and inclusion.▪ Results focused▪ Teamwork▪ Sound understanding of knowledge management & communication strategies and approaches.▪ Self-management▪ Presentation, knowledge sharing and continuous improvement
Language:	<ul style="list-style-type: none">▪ Fluency in written and spoken English and Khmer required.
Gender:	<ul style="list-style-type: none">▪ Woman is encouraged to apply