



ด่วนมาก

ที่ ทส ๐๖๓๐/ว.๑๓๕๕

กรมป่าไม้
รับที่ 49994
วันที่ 3 ธ.ค. 2556
เวลา.....

สำนักตรวจประเมินกิจการป่าไม้ระหว่างประเทศ
เลขที่ 3444
วันที่ 4 ธ.ค. 56
เวลา.....

เรื่อง ประชาสัมพันธ์การรับสมัครและคัดเลือกบุคคลเพื่อปฏิบัติงานตำแหน่ง Senior Watershed Management Specialist

สำนักงานวิเทศสัมพันธ์

ถึง กรมป่าไม้

ตจรับ 629
วันที่ 6 ธ.ค. 56

ด้วย สำนักงานเลขาธิการคณะกรรมาธิการแม่น้ำโขง (Mekong River Commission Secretariat: MRCS) ได้ประกาศรับสมัครเจ้าหน้าที่เพื่อปฏิบัติงาน ตำแหน่ง ประชาสัมพันธ์การรับสมัครและคัดเลือกบุคคลเพื่อปฏิบัติงานตำแหน่ง Senior Watershed Management Specialist ของแผนงานพัฒนาลุ่มน้ำ ณ กองวางแผน สำนักงานเลขาธิการคณะกรรมาธิการแม่น้ำโขง นครหลวงเวียงจันทน์ สาธารณรัฐประชาธิปไตยประชาชนลาว

กรมทรัพยากรน้ำ จึงขอความอนุเคราะห์ประชาสัมพันธ์ให้ผู้สนใจและมีคุณสมบัติตรงตาม Job Description ตามรายละเอียดที่แนบ ส่งใบสมัครพร้อมประวัติส่วนบุคคลและรูปถ่ายมายังสำนักบริหารจัดการลุ่มน้ำโขง กรมทรัพยากรน้ำ หรือทางจดหมายอิเล็กทรอนิกส์ tnmc@dwr.mail.go.th โดยสามารถดูรายละเอียดเพิ่มเติมและ Download MRC Personal History Form ได้จาก <http://www.mrcmekong.org/working-with-mrc/employment> ซึ่งจะปิดรับสมัครในวันที่ ๒๐ ธันวาคม ๒๕๕๖ นี้

ท.จ. ส.ร.ม.

(นายสุชุม มิตต์สตา)

ผู้อำนวยการสำนักบริหารกลาง
ท.จ.๑.๕๖



(นายสุเมธ สิริลักขณ์)

ผู้อำนวยการส่วนวิเทศสัมพันธ์ รักษาการแทน
ผู้อำนวยการสำนักความร่วมมือด้านการป่าไม้ระหว่างประเทศ

สำนักบริหารจัดการลุ่มน้ำโขง
โทร. ๐ ๒๒๗๑ ๖๐๐๐ ต่อ ๖๖๑๗
โทรสาร. ๐ ๒๒๗๘ ๖๖๐๕

(นายสุเมธ สิริลักขณ์)

ผู้อำนวยการส่วนวิเทศสัมพันธ์



Mekong River Commission

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576 National Road, #2, Chak Angre Krom,
P.O. Box 623, Phnom Penh, Cambodia
Tel. (855-23) 425 353. Fax (855-23) 425 363

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184 Fa Ngoum Road,
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FACSIMILE

REF FAX NO: MK- OSV 269/13
To: Facsimile No.: 662-298 6605
Bangkok, Thailand

Date: 22 November 2013
Number of page(s): 7
(including this page)

Dear Sir,

Subject: Announcement extension for the position of Senior Watershed Management Specialist

With reference to the MRC Secretariat's facsimile No. MK-OSV 171/13 dated 29 July 2013 to the National Mekong Committees (NMCs) informing an opening in the position of Senior Watershed Management Specialist attached to the Basin Development Plan Programme, Planning Division. Due to the limited number of applications which have been received, the MRC Secretariat would like to extend the announcement in order to broaden the pool of qualified candidates. We would also like to inform you that the candidates who have applied will be included in the process.

The vacancy announcement will soon be advertised in The Nations newspaper. In order to access a larger pool of candidates, the Secretariat will post the vacancy on well-known national job-listing websites including; www.jobsdb.com, www.jobthai.com, MRCS Recruitment Channels Network, and will obtain the applications of potential candidates from head-hunting companies. We would be grateful if you could widely and actively distribute this vacancy to relevant ministries and line agencies.

The closing date for the applications is 20 December 2013. We would appreciate it if you could forward the applications to the MRCS by 3 January 2014 so that the recruitment can be processed according to its timeline.

Thank you for your continued support.

Yours sincerely,

Prasong Jantakad
Officer-in-Charge

Mekong River Commission Secretariat

Director General
Ministry of Natural Resources and Environment
Member of the MRC Joint Committee for Thailand
Thai National Mekong Committee
Department of Water Resources
180/3 Rama 6 Road, Soi Phibul Watana Building, Phayathai, Bangkok 10400 Thailand



Mekong River Commission

The role of MRC is to promote and coordinate sustainable management and development of water and related resources for the countries' mutual benefit and the people's well-being

MRC Secretariat is now recruiting a highly qualified candidate for the position of

Senior Watershed Management Specialist (Announcement Extension)

Division/Section	: Basin Development Plan Programme, Planning Division
Post Level	: M-12
Work location	: Vientiane, Lao PDR
Contract type/ Duration	: Fixed-term appointment / One-year contract renewable

Key Responsibilities:

Guide and support MRC's watershed related activities

- Review past and current watershed management related activities by MRC programmes and stand alone projects (GTZ) and register relevant watershed information and tools in a practical register (database);
- Document best practices on various aspects of watershed management, based on experiences and lessons learnt in the LMB;
- Map the regulatory framework for planning and decision-making on watershed development (including large projects) in each Member Country;
- Guide other MRC Programmes to supporting watershed management and sub-basin management (RBOs), including relevant projects in the National Indicative Plans, in the Member Countries;
- Propose options for the MRC in watershed activities to be part of the updated basin development strategy;
- Provide technical reports for supporting IWRM implementation in LMB;
- Stimulate and facilitate networking among watershed management and RBO related initiatives for sharing experiences and practical IWRM learning;
- identified and research 2 topics related to WSM of basin-wide relevance.

Implementation of Nam Ton Pilot Watershed Project as well as dissemination and application of Project results in the LMB are supported

- Coordinate with GoL line agencies on the implementation of the Project;
- Coordinate with the Project Implementation Unit of PPI;
- Operational planing, resource schedules and budget for PP2;
- Results monitoring and reporting, and communication for PP2;
- Follow Nam Ton Project implementation (participate in key workshops, fieldworks and meetings) and report progress and results to MRCS;
- Engage relevant MRC Programmes in the implementation of the Nam Ton Project (mainly on an adhoc basis);
- Support Nam Ton Project water dialogue and Water User Groups (mainly on an adhoc basis);
- Document good practices (lessons learnt) from the Nam Ton Project for the MRC (Reports);
- Organize field trips for JRP using the Nan Ton Project as a case study and learning example;
- Organize exchange visits between member countries and the Nam Ton Pilot Project;
- Support the process of application of Nam Ton Project results and lessons learnt;
- Organize regional workshop and produce technical reports;
- Report to KfW semi-annually on the progress of the Project, including the fulfilment of Separat Agreement and on the development of all other important general conditions as well as on all circumstances that might jeopardize the achievement of the overall objective, the Project purpose and the results. This can be fulfilled through the submission of the MRC six-monthly output report(first half year) and the annual outcome report (including the later half six-monthly output report) for the Watershed Management Project.

Qualifications/Requirements:

- Master or higher degree(s) in natural resources management, watershed/river basin management, rural development, water and land use management or related disciplines;
- An experience in social and economic development relating to water and land use management would be an advantage;
- At least 12 years of varied experience related to planning, development and conservation in a land and water related context;
- Demonstrated good understanding of and interests in the watershed development and management, stakeholder engagement processes, and governance processes;
- Demonstrated experience and good understanding of public sector planning (i.e., Districts, Provincial and Central Planning) would be an advantage;
- Demonstrated good experience working with international organizations and ability to work and cooperate in an international environment is a necessity;
- Demonstrated good organizational, analytical, communication and facilitation as well as strategic thinking skills;
- Experience with and good knowledge of the Mekong riparian countries and the Mekong River Basin;
- Fluency in English both spoken and written is required.

The job description and other information can be obtained at MRC website <http://www.mrcmekong.org/working-with-mrc/employment>. Qualified female candidates are encouraged to apply. Only short-listed candidates will be notified.

Closing date for applications: 20 December 2013

Application procedures:

Only nationals of Cambodia, Lao PDR, Thailand and Viet Nam are eligible to apply. The application should include (i) a cover letter outlining clearly how the candidate meets the requirements of the position, (ii) a detailed CV, and (iii) MRC Personal History Form. The position title and section/division must be indicated in the cover letter.

The application should be sent to the National Mekong Committee in the applicant's home country:

Cambodia National Mekong Committee
P.O.Box 623, 364 Monivong Blvd.,
Sangkat Phsar Doerm Thkouv, Khan Chamkar
Mon, Phnom Penh, Cambodia
Tel. (855-23) 216 514 Fax. (855-23) 218 506
E-mail: ou_sophanna@cnmc.gov.kh

Lao National Mekong Committee
Prime Minister's Office, Vientiane, Lao PDR
Tel. (856-21) 260 981-3 Fax. (856-21) 260 984
E-mail: lnmc.mekong@gmail.com

Thai National Mekong Committee
Department of Water Resources
180/3 Rama 6 Road, Soi Phibul Watana Building
Phayathai, Bangkok 10400 Thailand
Tel. (66-2) 271 6165, 271 6620
Fax. (66-2) 298 6605
E-mail: tnmc@dwr.mail.go.th

Viet Nam National Mekong Committee
23 Hang Tre, Ha Noi, Viet Nam
Tel. (84-4) 825 4785 Fax. (84-4) 825 6929
E-mail: vnmc.personnel@gmail.com



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Tel: (856-21) 263 263. Fax: (856-21) 263 264

JOB DESCRIPTION

Update: November 2013

Title: Task Manager
Functional Title: Senior Watershed Management Specialist
Division: Planning Division, Basin Development Plan (BDP) Programme
Level of post: M-12¹ (Riparian Professional)
Duration: One year contract renewable
Contract type: Fixed-term appointment
Location: MRC Secretariat, Vientiane, Lao PDR
Reporting to: Programme Coordinator, BDP

1. THE MEKONG RIVER COMMISSION

The Mekong River Commission (MRC) was established by the 1995 Agreement on Co-operation for the Sustainable Development of the Mekong River Basin, between the governments of Cambodia, the Lao PDR, Thailand and Viet Nam. In accordance with this Agreement, the Mission of the MRC is: "To promote and coordinate sustainable management and development of water and related resources for the countries' mutual benefit and the people's well-being by implementing strategic programmes and activities and providing scientific information and policy advice."¹

Decentralisation and riparianisation are key strategic MRC initiatives which will drive the organisation's development in the coming years.

THE PLANNING DIVISION/BDP PROGRAMME

The Planning Division works towards the implementation of MRC's core planning functions and currently includes the BDP Programme, the Mekong Integrated Water Resources Management Project (M-IWRM Project), and the Initiative for Sustainable Hydropower.

Since 1995, MRC has been implementing a range watershed² related activities under various MRC Programmes and through stand-alone projects, such as the GTZ supported regional Watershed Management Project (2002-2010) under the AIFP, Operations Division and the ongoing KfW supported, in cooperation with the Lao Government, Pilot Nam Ton Sustainable Watershed Management in the Lower Mekong Basin Project (SUMALOM-Nam Ton) under the Planning Division. However, these activities have not led yet to a consensus about the role of MRC in watershed management and the anchoring of watershed management activities within the institutional structure of the MRC. As a result, institutional memory of MRC's watershed activities is being lost. Given this situation, and the conceptual linkages with the BDP, it has been decided to attach the Secretariat's focal point for watershed management within the BDP Programme, still under the overall Planning Division. The BDP will provide overall guidance on the implementation to the Senior Watershed Management Specialist.

The BDP is central to the Mekong cooperation according to the 1995 Agreement which provides a formal framework for basin development planning as the mechanism through which the four Member Countries in Lower Mekong Basin (LMB) can "promote, support, cooperate and coordinate in the development of the full potential of sustainable benefits to all riparian states". The current phase of the BDP (2011-2015) supports the Member Countries in the implementation and updating of the Basin Development Strategy and the

¹ For further information, please refer to the MRC website – www.mrcmekong.org
² Watersheds are the smallest hydrological and management units of river basins

harmonisation of regional and national planning. The Basin Development Strategy is being implemented through the Regional Action Plan and National Indicative Plans, which contain projects related to watershed management. Through its national planning support, the BDP support several studies, assessments and planning activities in watersheds.

As the MRC moves towards core function decentralization and streamlining its strategic planning process to update the Basin Development Plan and develop the Strategic Plan for 2016-2020, the Senior Watershed Management Specialist will play a key role in reviewing past and current watershed management activities by MRC and evaluate options for integrating critical watershed work within core river basin management functions.

BACKGROUND TO THE NAM TON WATERSHED PROJECT

The overall objective of SUMALOM-Nam Ton is i) a secured watershed function of the Nam Ton watershed, and ii) improved livelihoods in the Nam Ton Project area. Project objective is to develop a model for watersheds in the Lower Mekong Basin, which assures that communities manage their natural resources more effectively and sustainably; and that farm households improve their farm and forestry production.

The Project has two project parts: Project Part 1 covers all Project measures within the Project area, and is carried out by the Lao Government and the local people. With Output 1, communities are assisted to establish and execute sustainable village based land use planning. Through Output 2, farmers are supported to use appropriate farming systems. In Project Part 2, MRC facilitates with its work on Output 3 "Support to Regional Analysis and Upscaling" or the dissemination and potential application of Project results. Besides this, MRC/PP 2 agrees to provide technical assistance to PP1 in selected fields of cooperation.

In 2010 a new policy on Integrated Water Resources Management of Lao PDR was drafted together with a Strategy and Action Plan. Based on this policy development, the PP 1 strengthened its profile in this field by drafting a concept and implementation plan for Integrated Water Resources Management and by identifying Output 4 "Multi-stakeholder Management Process is established".

PP 2 became operational in March 2010, following the selection of Watershed Management Component Manager (MRC-KfW Focal Point). This position will become the Watershed Management Specialist attached to BDP Programme with broader responsibilities. PP 1 started in October 2010, following the selection of the consultancy firm who serves as technical assistant to the PP 1.

2. JOB SUMMARY

Under the overall guidance of the Director of Planning Division and the direct implementation guidance of the BDP Programme Coordinator, the Senior Watershed Management Specialist will act as the focal point for MRC's watershed management activities with responsibilities to: 1) guide and support MRC's watershed related activities, 2) integrated watershed management concept within the MRC core function, and 3) proactively implement the Regional parts (Project Part 2) of the ongoing Sustainable Management of Watersheds in the LMB and support the implementation of the Nam Ton Pilot Watershed project. The Senior Specialist acts as a day-to-day task manager of the MRCS support to the implementation of the Nam Ton pilot project.

The Project indicators to be covered by Project Part II and therefore under the responsibility of the Senior Watershed Management Specialist are:

- 2 topics related to WSM of basin-wide relevance are identified and researched
- Lessons to be learnt during implementation are used for strategy development, capacity development and/or natural resource management in MRC member states
- MRCS' role as regional water resources development facilitator is strengthened
- MRC technical assistance is requested and seen as relevant
- Nam Ton is recognized as model watershed

The modality of cooperation, technical assistance and arrangement is outlined in the project's Implementation Modality.

3. KEY TASKS

As a focal point for watershed management related activities of the MRC the incumbent will perform the following tasks:

1. Guide and support MRC's watershed related activities

- 1.1. Review past and current watershed management related activities by MRC programmes and stand alone projects (GTZ) and register relevant watershed information and tools in a practical register (database)
- 1.2. Document best practices on various aspects of watershed management, based on experiences and lessons learnt in the LMB
- 1.3. Map the regulatory framework for planning and decision-making on watershed development (including large projects) in each Member Country.
- 1.4. Guide other MRC Programmes to supporting watershed management and sub-basin management (RBOs), including relevant projects in the National Indicative Plans, in the Member Countries
- 1.5. Propose options for the MRC in watershed activities to be part of the updated basin development strategy
- 1.6. Provide technical reports for supporting IWRM implementation in LMB
- 1.7. Stimulate and facilitate networking among watershed management and RBO related initiatives for sharing experiences and practical IWRM learning.
- 1.8. identified and research 2 topics related to WSM of basin-wide relevance

2. Implementation of Nam Ton Pilot Watershed Project as well as dissemination and application of Project results in the LMB are supported

- 2.1. Coordinate with GoL line agencies on the implementation of the Project
- 2.2. Coordinate with the Project Implementation Unit of PPI
- 2.3. Operational planning, resource schedules and budget for PPII
- 2.4. Results monitoring and reporting, and communication for PPII
- 2.5. Follow Nam Ton Project implementation (participate in key workshops, fieldworks and meetings) and report progress and results to MRCS
- 2.6. Engage relevant MRC Programmes in the implementation of the Nam Ton Project (mainly on an adhoc basis)
- 2.7. Support Nam Ton Project water dialogue and Water User Groups (mainly on an adhoc basis)
- 2.8. Document good practices (lessons learnt) from the Nam Ton Project for the MRC (Reports)
- 2.9. Organize field trips for JRP using the Nam Ton Project as a case study and learning example
- 2.10. Organize exchange visits between member countries and the Nam Ton Pilot Project
- 2.11. Support the process of application of Nam Ton Project results and lessons learnt
- 2.12. Organize regional workshop and produce technical reports
- 2.13. Report to KfW semi-annually on the progress of the Project, including the fulfilment of Separat Agreement and on the development of all other important general conditions as well as on all circumstances that might jeopardize the achievement of the overall objective, the Project purpose and the results. This can be fulfilled through the submission of the MRC six-monthly output report (first half year) and the annual outcome report (including the later half six-monthly output report) for the Watershed Management Project

4. THE SCOPE OF AUTHORITY

- (a) **Supervision requirements:** None
- (b) **Working relationships and reporting:** The Senior Watershed Management Specialist reports to BDP Programme Coordinator, works closely with the BDP team as well as other Programmes of MRCS.
- (c) **Level of autonomy:** The Senior Specialist is required to provide guidance and recommendation on relevant Decision-making and Decision-making is largely recommendatory unless clearly in line with MRC policy
- (d) **Level of problem solving required:** The Senior Specialist is required to solve complex situation (e.g., technical, policy/institutional nature) and the incumbent must display sensitivity and creativity.

(e) **Level and type of communications required:** the Senior Specialist's has to be able to communicate at all level of hierarchy and across people from different cultures.

5. COMPETENCE REQUIREMENTS

- (a) **Core Values:** Integrity, professionalism and respect for diversity.
- (b) **Core Competencies:** Communication, teamwork, planning and organising, accountability, creativity, client orientation, commitment to continuous learning, and technological awareness.
- (c) **Managerial Competencies:** Leadership, building trust and judgment/decision-making.

6. POST-SPECIFIC QUALIFICATIONS

- Master or higher degree(s) in natural resources management, watershed/river basin management, rural development, water and land use management or related disciplines.
- An experience in social and economic development relating to water and land use management would be an advantage
- At least 12 years of varied experience related to planning, development and conservation in a land and water related context.
- Demonstrated good understanding of and interests in the watershed development and management, stakeholder engagement processes, and governance processes.
- Demonstrated experience and good understanding of public sector planning (i.e., Districts, Provincial and Central Planning) would be an advantage.
- Demonstrated good experience working with international organizations and ability to work and cooperate in an international environment is a necessity.
- Demonstrated good organizational, analytical, communication and facilitation as well as strategic thinking skills.
- Experience with and good knowledge of the Mekong riparian countries and the Mekong River Basin
- Fluency in English both spoken and written is required.

7. SIGNATURES

Incumbent: _____ (_____) _____ (date)

Supervisor: _____ (_____) _____ (date)

11 Brief information on remuneration

The remuneration package, *subject to change*, includes (i) annual net base salary exempt from tax by Lao authorities, starting at US\$ 40,106 (M-12, step I); (ii) MRC's contribution to staff member's Provident Fund of 14% of basic salary upon completion of 3 years in service; (iii) Contribution of MRC to Health and Accident insurances (on shared basis with employee); (iv) other entitlements and benefits such as dependency allowance, 6 weeks' annual vacation; sick leave, maternity leave etc.

Non-resident staff members receive an additional (i) 7% of basic salary for Post Adjustment allowance; (ii) 7% of basic salary for Hardship allowance; (iii) Rental subsidy of 40% of the rent rate up to maximum of US\$ 6,000 annual; (iv) Education Grant of 75% of max. expense of US\$ 13,000; (v) Travel cost and Shipment expenses on assignment and upon separation; (vi) other entitlements and benefits such as Relocation Grant allowance, Home Leave Travel, Education Grant Travel, etc.

The duration of the assignment of MRC Riparian Professional Staff is up to maximum 6 years according to 1995 Mekong Agreement and Procedural Rules.

THE MRCS RESERVES THE RIGHT TO APPOINT A CANDIDATE AT A LEVEL LOWER THAN THE ADVERTIZED LEVEL OF THE POST.