



Irrigated Agriculture Improvement Project and Additional Financing
ADB Loans No. 3877/4554-CAM (COL) / Grant No. 0681-CAM (SF) / Grant No. 0682-CAM (EF)

REQUEST FOR EXPRESION OF INTEREST

Ministry of Water Resources and Meteorology (MOWRAM) has received a loan/grant from the Asian Development Bank (ADB) for the Irrigated Agriculture Improvement Project and Additional Financing and now is Requesting for Expressions of Interest (REOI) from eligible consultants to undertake the assignment of National Gender Specialist, Package No.: PMU-CS-06.

Objective and Purpose of the Assignment:

The National Gender Specialist will be recruited to support MOWRAM in updating the MOWRAM's Gender Mainstreaming Strategic Plan (GMSP) 2026-2030 to:

- 1) Integrate gender-responsive approaches into water resource management, irrigation, and climate adaptation.
- 2) Strengthen institutional capacity for gender mainstreaming in sectoral planning and budgeting.
- 3) Ensure alignment with national and international commitments on gender equality.
- 4) Develop a MOWRAM GMSP. The strategic plan shall guide the MOWRAM and its development partners to promote gender equality, ensuring all Water Resource Management programs are gender responsive and gender transformative.

Scope of Work and Detail Tasks:

The position will be based at the PMU office in Phnom Penh with periodic field visits, if required, to the targeted provinces under the Project. S/he will be responsible for:

- 1) Develop a detailed work plan for the assignment, in consultation with MOWRAM's gender working group.
- 2) Conduct a situational analysis to assess the status of gender equality in Water Resource Management. This could be done through, but not limited to, a desk review of existing policies, strategies, and programs related to gender and Water Resources
- 3) Collect data/information by conducting desk review of relevant documents, meetings, interviews, FGDs, etc.
- 4) Conduct and develop stakeholder mapping (DPs' projects, gov't projects, private sector/CSO projects)
- 5) Ensure adherence to Policy on Gender, which is in finalizing stage and alignment with national and international gender equality frameworks.
- 6) Conduct a rapid capacity assessment which is relevant to the gender in the sector
- 7) SWOT analysis of the gender working group
- 8) Consult key stakeholders, including government officials, MOWA, NGOs, and community representatives, to gather insights and recommendations. This could be done through, but not limited to, key informant interviews and focus group discussions at the national level and at four regions (coastal, lowland, Tonle Sap and Mekong).
- 9) Integrate cross-cutting themes: climate resilience (NDC 3.0) and women's leadership in both national and subnational levels.
- 10) Develop a robust monitoring framework and report template to track and report progress in implementing the GMSP.
- 11) Develop a draft GMSP 2026-2030 to guide MOWRAM and its development partners to promote gender equality, ensuring all Water Resource Management programs are gender responsive and gender transformative, in alignment with MOWRAM strategic plan and MoWA Neary Rattanak document 2024-2028.
- 12) Organize a validation workshop(s) with stakeholders in Phnom Penh and provinces.
- 13) Finalize GMSP 2026-2030. All comments and feedback from stakeholders will be considered and incorporated in the final document.
- 14) Facilitate and support dissemination workshop events, if needed.

Minimum Qualification Requirements

- 1) Advanced degree in gender studies, social sciences, development studies, or related field (with 5 years practical experience).
- 2) Minimum 7 years of experience in gender mainstreaming, preferably in water sector or climate sectors.
- 3) Proven track record in developing gender strategies, policies, or action plans for government or international agencies and preferable with MOWRAM.
- 4) Experience facilitating high level discussion with government, DPs and private companies
- 5) Familiarity with ADB's gender requirements and Cambodian policy context.
- 6) Strong analytical and report-writing skills.
- 7) Professional proficiency in English and Khmer
- 8) Good team collaboration competences, presentation skills.
- 9) Must be able to demonstrate having no pecuniary interest and/or conflict of interest between the position role and personal affairs.

For full details, you are encouraged to register with the ADB's Consultant Management System (CMS), view the REOI online and submit EoIs at:

CSRN Website: https://selfservice.adb.org/OA_HTML/OA.jsp?OAFunc=XXCRS_CSRN_HOME_PAGE

Interested candidates must submit CVs highlighting relevant qualifications and experience, CVs should also include contacts of references, by or before 3 March 2026 at 11:55 Manila time to

Mr. Sok Boren, Officer of DOFWUC

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