

Position Description

Water Governance Senior Specialist



Position Title	Water Governance Senior Specialist
Work Area	Phnom Penh with travel to the provinces.
Supervisor	Deputy Team Leader
Working Arrangements	The Water Governance Senior Specialist will be based approximately 50% of the time at the ACP4Climate Phnom Penh office and 50% at ACP4Climate office co-located within MOWRAM. This position will report to ACP4Climate; however, the incumbent will maintain a close working relationship with relevant MOWRAM officials

Tetra Tech International Development

Tetra Tech has a 40-year history in successfully delivering international development projects on behalf of donors right around the world. Our people work side by side with local partners to support stability, economic growth and good governance, positively changing people's lives.

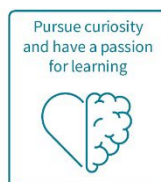
Tetra Tech International Development is part of global consulting firm Tetra Tech. The International Development team implements and manages projects designed to strengthen social and economic infrastructure and improve the lives of people in the Asia Pacific region.

Every Tetra Tech relationship is built on trust. Trust that is hard-earned through our proven expertise, our depth of global experience and our commitment to stay one step ahead. We create value throughout the project lifecycle and deliver vital international and local development projects for our clients. Our united group of specialists take enormous pride in collaborating with our project partners. By digging deeper. Thinking smarter. And seeing further. All so we can deliver the smartest solutions, every time.

We welcome applicants of all genders, disabilities, ages, ethnicities, and language group.

Our Values

We are a values-based organisation, and our values reflect who we are and what we stand for, and strengthen our engagement with colleagues, partners and clients through our shared values and behaviours.



Overview of ACP4Climate

The Australia Cambodia Partnership for Climate Resilience (ACP4Climate) is the flagship climate investment of the Australian Government in Cambodia. Delivered in partnership between the Australian Government and the Ministry of Water Resources and Meteorology of Cambodia (MOWRAM), ACP4Climate helps Cambodia adapt to and reduce vulnerability to climate change through improved water governance by adopting by integrated water resource management and strengthened community-based resilience.

ACP4Climate works with government, private sector, development partners, civil society and academic institutions to strengthen national and subnational water planning, guide climate-resilient water investments, and scale inclusive and innovative solutions for climate-resilient water resource management. ACP4Climate works closely with women, persons with disabilities, Indigenous Peoples, and marginalised groups to ensure that they shape and benefit from improved water governance.

Purpose and Objectives

The Water Governance Senior Specialist will provide technical leadership and advisory support to ACP4Climate and MOWRAM on water governance, Integrated Water Resources Management (IWRM), river basin planning, institutional strengthening and climate-resilient water management under ACP4Climate.

The Water Governance Senior Specialist will work closely with MOWRAM leadership and technical officials, relevant government institutions, development partners, and stakeholders to strengthen water governance systems, improve decision-making processes, and promote sustainable and inclusive water resources management. A key function of the role will be to interpret complex technical evidence, frameworks, and program outputs and translate them into practical advice that supports informed decision-making.

The Water Governance Senior Specialist will provide technical guidance across all ACP4Climate workstreams and support key governance and coordination mechanisms, ensuring program activities and technical outputs are aligned with national water sector priorities, government systems, institutional mandates, capacity-strengthening objectives, and ACP4Climate End of Program Outcomes. The role will also support the integration of climate resilience, Gender Equality, Disability and Social Inclusion (GEDSI) and locally led adaptation principles into water governance, planning, and implementation.

Key Responsibilities

Technical leadership and advisory support

- Provide technical and strategic advice to ACP4Climate, MOWRAM, river basin stakeholders, and relevant government counterparts on water governance, IWRM, river basin planning, institutional strengthening, transboundary water cooperation, and climate-resilient water resources management.
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- Review and provide technical inputs to policies, strategies, plans, regulatory frameworks, assessments, studies, river basin master plans, IWRM frameworks, and related planning tools, including their development and implementation.
- Analyse water governance challenges, opportunities, risks, reform priorities, water security issues, and climate-resilient investment options, and provide practical recommendations for sustainable water resources management, program implementation, and policy dialogue.
- Ensure technical inputs and outputs within the Specialist's areas of responsibility align with national water sector priorities, relevant government frameworks, institutional mandates, and ACP4Climate End of Program Outcomes.
- Identify and promote technically sound approaches, innovations, lessons, and good practices that can improve water governance, institutional coordination, stakeholder participation, IWRM implementation, and climate-resilient water management.
- Promote feedback loops between community-level water management, basin planning processes, and national water governance mechanisms so that local evidence and priorities are reflected in policy, planning, and implementation.
- Interpret complex technical evidence, frameworks, and program outputs and translate them into practical advice to support informed decision-making.

Technical support to policy dialogue and coordination mechanisms

- Provide technical inputs to policy dialogue, consultations, and coordination processes with MOWRAM, relevant ministries, development partners, civil society, technical institutions, and other stakeholders.
- Provide technical advisory support to MOWRAM and other relevant ACP4Climate stakeholders to strengthen governance and coordination mechanisms for river basin master planning, transboundary water cooperation, inter-ministerial coordination, stakeholder engagement, and implementation of Integrated Water Resources Management (IWRM) policies and strategies.
- Prepare or quality assure technical briefing notes, discussion papers, presentation inputs, key messages, and translated those technical materials in Khmer and English.
- Support the Water Governance Coordinator to ensure agendas, minutes, records, and action trackers accurately reflect technical issues, decisions, and follow-up requirements.
- Explain complex technical issues and recommendations in accessible language to support informed discussion and decision-making.

Capacity strengthening and technical knowledge management

- Support capacity needs assessments and institutional strengthening initiatives for MOWRAM, relevant government institutions, river basin stakeholders, water user groups, and other partners.
- Design and deliver technical capacity-building inputs, in collaboration with relevant ACP4Climate specialists and government counterparts, including training content, guidance notes, tools, learning materials, and mentoring support.
- Provide technical inputs to learning events, exchange visits, study tours, workshops, and peer-learning activities.
- Identify and synthesise technical lessons, evidence, and good practices to inform policy dialogue, institutional strengthening, adaptive management, and scaling of successful approaches.
- Support the development of practical technical resources and institutional knowledge that can continue to be used by MOWRAM and other government counterparts.

GEDSI, locally led adaptation, and inclusive water governance

- Provide technical advice to integrate GEDSI and locally led adaptation into water governance, IWRM, river basin planning, stakeholder engagement, and investment prioritisation, in collaboration with relevant ACP4Climate GEDSI and technical specialists.
- Support meaningful participation of women, persons with disabilities, Indigenous Peoples, marginalised groups, local communities, water user groups, and subnational stakeholders in national and basin-level water governance, planning, and decision-making processes.
- Ensure technical recommendations are informed by local needs, community priorities, climate risks, and inclusive decision-making, and are consistent with relevant national policies and institutional frameworks.
- Identify and document lessons and good practices on inclusive, locally led, and climate-resilient water governance.
- Uphold safeguarding standards by identifying, reporting, and managing risks of harm in planning, stakeholder engagement, consultations, field activities, and knowledge-sharing to ensure safe, accessible, inclusive, and culturally appropriate participation.
- Support a zero-tolerance approach to sexual exploitation, abuse, harassment, discrimination, exclusion, retaliation, and any other form of harm.

Planning, reporting, Monitoring Evaluation, Research and Learning (MERL), grants, and adaptive management

- Provide technical inputs to ACP4Climate workplans, progress reports, technical updates, communication products, and monitoring processes within the Specialist's areas of responsibility.
- Analyse MERL data, governance milestones, risks, lessons, and results to support adaptive management and continuous improvement.
- Provide technical inputs to grant assessment, design, monitoring, and review where grants relate to water governance, IWRM, river basin planning, institutional strengthening, or community-based water management, in coordination with the responsible ACP4Climate grants and program personnel.
- Support the Deputy Team Leader and ACP4Climate team to identify emerging technical issues, risks, opportunities, and learning priorities.
- Undertake other relevant technical responsibilities, as required.

Selection Criteria

This position is reserved for Cambodian nationals.

Cambodian government employees are not eligible for employment with ACP4Climate.

Qualifications

- At least a Master's degree in Water Resources Management, Water Governance, Environmental Science, Natural Resource Management, Climate Policy, or a related discipline.

Experience

- At least 10 years of professional experience in water governance, including senior advisory, IWRM, climate resilience, river basin management, or related fields.
- Demonstrated experience supporting water resources assessments, basin planning, policy development, institutional strengthening, or related water sector reforms.

Selection Criteria

- Extensive experience working with government agencies, development partners, regional organisation, research institutions, and multi-stakeholder programs.
- Experience integrating climate resilience, gender equality, Disability and social inclusion (GEDSI), and local led adaptation into IWRM.
- Experience designing, facilitating, or delivering training and capacity-building activities on water governance, IWRM, or climate-informed water management.
- Substantial professional experience in Cambodia is required; experience working in the Mekong region is highly desirable.
- Demonstrated experience leading or facilitating multi-stakeholder water governance platforms, river basin organisations, regional cooperation mechanisms, or national water sector coordination processes.

Knowledge and Skills

- Strong knowledge of IWRM, water governance, river basin planning, institutional strengthening, and climate-resilient water resources management in Cambodia and the Mekong region.
- Sound understanding of water governance frameworks, river basin planning processes, institutional arrangements, climate adaptation approaches, and water policy development
- Familiarity with climate science, hydrological systems, and water governance frameworks, river basin management frameworks, institutional arrangements, and water policy processes.
- Knowledge of GEDSI principles and locally led adaptation approaches.
- Strong analytical, facilitation, stakeholder engagement, and communication skills.
- Knowledge to interpret complex technical information and translate it into practical advice, policy recommendations, briefing materials, and recommendations for government decision-makers.
- Demonstrated skill to review, quality-assure, and provide strategic inputs to technical reports, policy documents, strategies, and planning outputs.
- Excellent written and spoken English and Khmer.

Personal Attributes

- High level of integrity, professionalism, discretion, and sound judgement.
- Strategic and analytical thinker with the ability to provide practical, solution-oriented advice in complex policy and institutional environments.
- Collaborative and inclusive working style, with the ability to build trust and maintain effective relationships with government counterparts, development partners, technical specialists, and other stakeholders.
- Strong leadership and mentoring capability, and relationship-management capabilities, including the ability to guide technical discussions and support the professional development of colleagues and counterparts.
- Proactive, adaptable, and capable to manage competing priorities and work effectively under pressure.
- Strong commitment to safeguarding, GEDSI, locally led adaptation, and respectful engagement with diverse stakeholders.

Code of Conduct

In accordance with Tetra Tech's Code of Conduct and Client Service Standards, all staff are expected to display professional behaviour, communicate respectfully, and perform their duties responsibly.

Child Protection

Tetra Tech is committed to protecting the rights of children. We reserve the right to conduct police checks and other screening procedures to ensure a child-safe environment.

Gender Equality, Disability and Social Inclusion

Tetra Tech International Development does not discriminate on the basis of ethnicity, race, colour, religion, disability, sex, sexual orientation, gender identity or expression, national origin, veteran status, marital status, or any other identity. We strongly encourage applications from minoritized groups and promise to ensure our application process is accessible and inclusive.

Preventing Sexual Exploitation, Abuse and Harassment, Modern Slavery and Safeguarding

Tetra Tech has a zero-tolerance approach to sexual exploitation, abuse and harassment ('SEAH'), child abuse and exploitation, modern slavery and safeguarding related retaliation, and this zero-tolerance extends to inaction. Tetra Tech is committed to being a child safe organisation, and to promoting a culture that supports gender equality, and addresses the gendered drivers of violence against women and children. It is committed to fostering a culture where we prevent and respond decisively and appropriately to harm against people, and that all people are treated with dignity and respect, irrespective of country, program, or office where we work. This will require compliance with Tetra Tech's Safeguarding and other Codes of Conduct and our associated safeguarding policies (Child Protection and Child Safety, Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) policy and procedure, and Modern Slavery. Any successful applicants will be required to undertake satisfactory referee and criminal record checks prior to being appointed to any position.

Tetra Tech does not charge money or any kind of fee at any stage of the recruitment process (this includes applications, interviews, meetings, processing, administration, service and training).

Tetra Tech will never ask for sensitive information, such as bank account or other login details, including username or password.

A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered in order to meet the changing operational needs of Tetra Tech International Development.