



# Mekong River Commission

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## TERMS OF REFERENCE

*Date: 16 June 2015*

Title: Drought Management and Land Use Expert  
Functional Title: **Regional Drought Management and Land Use Expert, Drought Management Programme**  
Division: Operations Division  
Duration: One-year contract (Renewable)  
Duty station: **MRC Secretariat in Phnom Penh, Kingdom of Cambodia**  
Reporting to: Programme Coordinator, DMP

### 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, Laos, Thailand and Viet Nam. In accordance with this Agreement, the **Mission** 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 by implementing strategic programmes and activities and providing scientific information and policy advice."

### 2. THE OPERATIONS DIVISION

The Operations Division is charged with managing the implementation of the various Programmes; the Agriculture and Irrigation Programme (AIP), the Drought Management Programme (DMP), the Fisheries Programme (FP), and the Navigation Programme (NAP). These programmes focus on specific sectors and address regional issues that are significant to the management of the entire Mekong River Basin. While the programmes have a regional focus, they also complement and support initiatives at the national and trans-boundary levels.

### THE DROUGHT MANAGEMENT PROGRAMME

The Drought Management Programme has been formulated in order to response to the high level of concern arising due to water shortages and impacts of regional drought conditions in the lower Mekong basin. It has a goal for increased effective use of the Mekong's water and related resources to reduce vulnerability of people and water related system to serve drought conditions. The immediate objective is to establish effective drought awareness, preparedness, planning and management mechanisms in the LMB supported by the best available tools and know-how, and facilitate and support the implementation of high priority national and regional programmes and multi-purpose projects.

### 3. JOB SUMMARY

Under the overall supervision of the Director of Operations Division and direct supervision of the DMP Coordinator, the Drought Management and Land Use Expert is responsible for planning and leading implementation of technical works related to drought monitoring and forecasting, drought impact and vulnerability assessment, basin-wide analysis of climate change effects on occurrence and severity of drought and identification of adaptation and management options to mitigate drought impacts, crop mapping and land suitability for water resources planning, as well as capacity development planning for national levels. The Regional Drought Management and Land Use Expert is playing a significant role in ensuring the programme activities are in line with work programme of the executive year. He/she also has a role to strength knowledge and capacity for MRCS and national line agencies in the LMB.

#### **4. OBJECTIVES**

The overall object of the drought management and land use work is to undertake the main activities of the Drought Management Programme mainly the DMP's Core Functions Project supported by the Japan ASEAN Integration Fund (JAIF) for three years 2015-2017 and the joint activities between DMP and CCAI on basin-wide analysis of climate change effects on occurrence and severity of droughts.

#### **5. KEY TASKS**

- Head the DMP Team at MRC Secretariat under direct supervision from the DMP Coordinator;
- Work closely with the International Technical Advisor (ITA) to develop framework for implementation of drought vulnerability assessment and land use and water resource analysis of the DMP's Core Functions Project;
- Facilitate in team formulation for both Regional and National levels to carry out planned activities of the DMP;
- Lead the regional team to ensure that all implementation will be carried out on time and achieve the expected outputs according to the plan;
- Coordinate with National Mekong Committees to conduct drought vulnerability assessment, land use and water resource analysis, development of a regional drought impact adaptation option and mitigation strategy, and development of drought monitoring and forecasting system;
- Work closely with CCAI team on the Joint-Activity project by facilitating and formulating team work at both Regional and National levels to carry out planned activities in the scoping report in timely manner;
- Review the existing frameworks, methodologies and tools for basin-wide analysis of drought impacts, vulnerability and risk;
- Identify data needs and mobilize teams for data collection to support drought analysis, mapping, monitoring and forecasting by working closely with relevant MRC programmes such as IKMP, FMMP, AIP, CCAI and BDP;
- Conduct basin-wide analysis of climate change effects on occurrence and severity of drought in the LMB;
- Lead identification of adaptation options and management strategies to cope with various drought, climate change and sea level rise impacts in the LMB;
- Identify the needs for socio-economic and other data and information for drought vulnerability assessment and mitigation and ensure that social and economic concerns are incorporated in the drought management works;
- Identify capacity building needs and deliver trainings on drought impact and vulnerability assessment and tools, drought risk mapping and drought monitoring and forecasting;

- Support the Programme Coordinator in drafting TORs, concept notes, working papers and technical reports and other specific requirements of the DMP;
- Ensure the mainstreaming of poverty reduction, climate change, and gender equity in drought management strategies;
- Coordinate with concerned MRC Programmes, National Coordinators and line agencies, working groups and other planning partners, ensure timely mobilisation of technical inputs and delivery of quality work outputs;
- Prepare routine reports and technical reports as needed for the Drought Management Programme in response to the regular request by the management level of MRCS for the Joint Committee and the MRC Council; and
- Other related duties as may be assigned by the supervisor.

## 6. SCOPE OF AUTHORITY

- (a) Supervision requirements:** The position has no immediate supervisory responsibilities, but the incumbent may be asked to supervise short-term contracted staff, and be responsible for his/her outputs and performance appraisal in line with MRC regulations.
- (b) Level of autonomy:** Large decisions are recommendatory, subject to final approval by the DMP Coordinator; however the position has involvement in planning and reporting for his/her outputs.
- (c) Level of problem solving required:** Problems are generally solved by referring to established precedents and MRC Manuals.
- (d) Level and type of communications required:** Communications are wide, both within and outside of the organisation. Some written reporting is required.

## 7. COMPETENCE REQUIREMENTS

- (e) Core Values:** Integrity, professionalism and respect for diversity.
- (f) Core Competencies:** Communication, teamwork, planning and organising, accountability, creativity, client orientation, commitment to continuous learning, and technological awareness.

## 8. POST-SPECIFIC QUALIFICATION

- Master or higher degree(s) in water resources management, climate change, environmental management, land use planning, natural resources management, or other relevant science to drought management;
- At least 10 years work experience in drought management project/programme, drought analysis and mapping, drought monitoring and forecasting, land use planning and management, water resources management, hydrology and climate change;
- Work experience in the Mekong Riparian countries related to drought and land suitability issues and good knowledge of MRC is an advantage;
- Advanced knowledge and extensive experience with GIS and remote sensing analysis;
- Knowledge and experience in land use, cropping, land suitability and water resources analysis is required;
- Experience in field data collection, land use transboundary management is an advantage;
- Knowledge with capacity needs assessment and training is an advantage;
- Proven ability to effectively implement programmes/projects/activities in a multicultural and international environment, and in particular with relevant line agencies of the MRC member Countries; and
- Fluency in English, both written and spoken, is required.

**9. SIGNATURES**

Incumbent: \_\_\_\_\_( \_\_\_\_\_ )\_\_\_\_\_ (date)

Director: \_\_\_\_\_( \_\_\_\_\_ )\_\_\_\_\_ (date)

CEO: \_\_\_\_\_( \_\_\_\_\_ )\_\_\_\_\_ (date)