



JOB DESCRIPTION

Job Title:	Navigation Operations Specialist
Division/Office:	Planning Division
Salary Level:	M-12
Date of Verification (If any):	May 2022

1. THE MEKONG RIVER COMMISSION AND MRC SECRETARIAT

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, Lao PDR, Thailand and Viet Nam. The role of the MRC is to coordinate and promote cooperation in all fields of sustainable development, utilization, management and conservation of the water and related resources of the Mekong River Basin.

The MRC Secretariat is the operational arm of the MRC. It provides technical and administrative services to the Joint Committee and the Council to achieve the MRC's mission.

VISION for the Mekong River Basin:

An economically prosperous, socially just and environmentally sound Mekong River Basin

VISION for the Mekong River Commission:

A world class, financially secure, International River Basin Organization serving the Mekong countries to achieve the basin Vision

MISSION of the Mekong River Commission

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 values

- [Integrity](#)
- [Transparency](#)
- [Mutual respect](#)
- [Professionalism](#)
- [Accountability](#)
- [Results orientation](#)

2. JOB SUMMARY/JOB STATEMENT

The jobholder is responsible for operational navigation related activities at the MRCS, particularly related to ensuring navigation safety and coordination of operational navigation projects. In close collaboration with the Water Quality Monitoring Specialist, he or she contributes to the implementation of the PWQ, and assists in minimizing and mitigating the extent of negative effects on water quality due to navigation accidents and pollution spills. He or she contributes to

the MRCS planning activities related to navigation and waterborne transport sector led by the Planning Division.

3. MAIN TASKS AND RESPONSIBILITIES

Under the management direction of the Division Director and technical advice of the Chief River Basin Planner, the incumbent performs the following duties:

- Provide technical support and assist Member Countries in the implementation of the legal framework of cross-border navigation;
- Coordinate and support Member Countries in the implementation of the projects derived from the Master Plan for Regional Waterborne Transport and the Regional Action Plan for Sustainable Transportation of Dangerous Goods;
- Prepare, update and provide implementation support to guidelines on waterborne transport management;
- Contribute to the development of relevant technical guidelines as led by other specialists / divisions;
- Work with relevant staff in the division in the development and maintenance of river information services for navigation;
- Support assessment related to navigation in support of MRC basin-wide assessment and MRC procedures, including PNPCA;
- Support the development and implementation of other basin-wide and sector strategies from a navigation and multi-modal transport perspectives;
- Monitor and prepare contribution on navigation related status and trends for the state of basin monitoring and reporting;
- Monitor and assist in minimizing and mitigating the extent of negative effects on water quality due to navigation accidents and pollution spills, in close collaboration with the Water Quality Monitoring officer;
- Support the work of the MRC's regional technical/expert group related to climate change, emergency response (if applicable), and contribute to the work of other regional groups as required;
- Ensure that relevant knowledge and products developed by the MRC are available at the national level to assist decision-making processes;
- Provide relevant technical inputs to the assessments of risks and impacts of decisions on water resources management and development in the basin;
- Perform other relevant tasks as required.

4. SCOPE OF AUTHORITY

- a) **Supervision requirements:** The position does not require any formal supervisory responsibilities. However, supervision of consultants and quality control may be required.
- b) **Level of autonomy:** Decision making follows defined procedures. The position does not administer a budget, yet has responsibility for ensuring the financial accountability of MRC.
- c) **Level of problem solving required:** Problem solving skill is expected and the incumbent must display sensitivity, initiative and creativity
- d) **Level and type of communications required:** Communications are wide, within and outside the organisation, and require considerable oral and written skills.

5. QUALIFICATION REQUIREMENTS

Certificate:	University degree (Master or higher) in one or more of the following disciplines: maritime and/or inland transport, transport planning, waterway safety, risk management in port and navigation operations
Additional Certificates:	<ul style="list-style-type: none"> TOEIC certificate with 600 points and over is required. An equivalent internationally recognized certificate or a university degree from an internationally recognized academic institution whose instruction is in English may also be considered.
Experience:	<ul style="list-style-type: none"> Minimum 10 years of relevant experience in inland and/or maritime navigation, waterway safety, environmental management, project management and engineering

6. COMPETENCIES

7. Knowledge	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Navigation status and trends	1
Administration and operations of navigation including shipping rules and regulations, aids to navigation, international transport regulations, environmental protection, safety and training, cargo handling, and transport of dangerous goods	1
Inland navigation, besides maritime navigation	1
Safety and environmental protection	2
Existing risks associated with inland navigation in the Lower Mekong Basin	2
Institutional arrangements of the national agencies and institutions in the Lower Mekong Basin, dealing with inland navigation, safety and environmental protection	2

Skills	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Risk analysis	1
Excellent command of spoken and written English	1
Communication	1
Problem solving	1
Analysis and data processing	1
Presentation	2
Project planning and management	2
Reasoning & negotiation skills	2

Attitudes	Level (1-3) 1 = Required 2 = Desirable

	3 = Optional
Strong willingness and ability to work inter-disciplinarily	1
Working out of normal working hours and/or overtime in times of crisis	1
Willingness to travel within and outside the region	2

8. REMUNERATION

The remuneration package, subject to change, includes:

- **Remuneration:**

- Annual net base salary exempts from tax by Lao authorities, starting at M-12 Step 1 with **US\$ 41,670** with a living cost of 5% of the base salary;
- Non-residential staff members who are relocated to the duty station (Vientiane, Lao PDR or Phnom Penh, Cambodia) are granted with 7% on the post adjustment and 7% on hardship allowances annually, and a rental subsidy of USD500 monthly.

- **Benefits:**

- The MRC's contribution to staff member's Provident Fund (pension fund) of 14% of base salary per annum;
- Coverage of health insurance for staff and eligible dependents, and accident insurance (on a shared basis with the employee) for staff;
- Other entitlements and benefits such as dependency allowance (USD40/dependent), annual leave (30 days per year), sick leave (30 days per year), special leave with pay, maternity and paternity leaves, education grant (75% of maximum USD12,000 per an eligible child for non-residential staff and 5% of the base salary for resident staff), annual health check (subject to budget availability), annual vaccination including Covid-19 vaccines, and more;
- Non-resident staff members who are relocated to the duty station (Vientiane or Phnom Penh) are granted with a subsidized home leave, shipment of personal effects to and from the duty station up on joining and conclusion of service with the MRC Secretariat.

All MRC Secretariat staff members are subject to a six-month probationary period.

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

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

9. REMARKS

The Job Description is subject to revisions by the MRC.

9. INCUMBENT'S SIGNATURE: _____ (date)