



## JOB DESCRIPTION

<b>Job Title:</b>	<b>Fisheries and Aquatic Ecology Officer</b>
<b>Division/Office:</b>	<b>Environmental Management Division</b>
<b>Salary Level:</b>	<b>M-11</b>
<b>Date of Verification (If any):</b>	<b>May 2022</b>

### 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 issues related to fisheries monitoring and ecological health monitoring in the Lower Mekong Basin. He or she provides technical support to line agencies in the implementation of and reporting on the MRC's routine monitoring of fisheries and of ecological health. He or she closely collaborates with Water quality officer of the Division and with the Technical Support Division in ensuring that MRC's monitoring activities have

commonality of purpose, consistency of analysis and quality, centralised data and knowledge management, and common contribution to state of basin reporting and basin-wide assessments.

### 3. MAIN TASKS AND RESPONSIBILITIES

Under the management direction of the Division Director and technical advice of the Chief Environmental Management Officer, the incumbent is required to perform the following functions:

- Support line agencies the implementation of and reporting on the MRC's routine monitoring of fisheries and of ecological health;
- Work with the Fisheries management specialist, and ecosystem and wetland specialist in reviewing and improving the methodologies of fisheries monitoring and of ecological health monitoring and preparing proposal of improvements to Member Countries;
- Provide technical support to all MRC's work referring to aquatic ecosystems and biodiversity issues, especially in the areas of aquatic biology, aquatic biological monitoring, fisheries monitoring, biodiversity conservation, ecosystem services and related issues;
- Ensure quality control and assurance of fisheries & aquatic ecology monitoring data/information and support the maintenance of its database in collaboration with the Technical Support Division;
- Manage effective working relationships with organizations and projects involved in aquatic ecosystems issues, especially in the areas of aquatic biology, aquatic biological monitoring, fisheries monitoring, biodiversity conservation, ecosystem services and related issues relevant to the MRC;
- Prepare MRC's technical papers and other publications related to fisheries monitoring, ecological health monitoring;
- Support the preparation of progress and technical reports with regard to the aquatic ecosystems, especially in the areas of aquatic biology, and aquatic biological monitoring, and other routine reports as required;
- Contribute to the development of relevant technical guidelines as led by other specialists / divisions;
- Support the work of the MRC's regional technical/expert group related to aquatic ecology and fisheries (if applicable), and contribute to the work of other regional groups as required;
- 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.
- 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

<b>Certificate:</b>	University degree (Master or higher) in fisheries science, aquatic science, biological science or natural science with a focus on biology
<b>Additional Certificates:</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• Minimum 7 years of experience on aquatic ecosystems issues, preferably in an international environment;</li> <li>• Experience in biological monitoring, aquatic ecology management, ecosystem and biodiversity conservation, environmental flows management, impacts of climate change on aquatic ecosystems for river basins is an advantage</li> <li>• Excellent knowledge and professional experiences in fisheries &amp; aquatic ecology monitoring in the Mekong River/Basin is an advantage</li> <li>• Working with government institutions and/or regional organisations in MRC Member Countries</li> </ul>

## 6. COMPETENCIES

<b>7. Knowledge</b>	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Biological monitoring	1
Fisheries monitoring	1
Aquatic ecology management	1
Biodiversity conservation	1
Environmental issues in the Mekong River Basin	2

<b>Skills</b>	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Risk analysis	1
Analysis and data processing	1
Excellent command of spoken and written English	1
Communication	1
Risk analysis	1
Analysis and data processing	1
Presentation	2

<b>Attitudes</b>	Level (1-3) 1 = Required 2 = Desirable 3 = Optional

Strong willingness and ability to work inter-disciplinarily	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-11 Step 1 with **US\$ 33,440** 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)