



TERMS OF REFERENCE

Assignment Title:	National Engineer Consultant for Construction Supervision
Project Name:	Cambodia Sustainable Landscape and Ecotourism Project (CSLEP)
Assignment Location:	Project Target Areas
Assignment Duration:	12 months with possibility for Contract Renewal depending on performance
Assignment Type:	Individual, Full Time
International recruitment:	No

PROJECT BACKGROUND

The World Bank and The Global Environment Facility (GEF) are supporting the Royal Government of Cambodia (RGC) on IDA-financed and GEF-additional financed project entitled “Cambodia Sustainable Landscape and Ecotourism Project (CSLEP)”. The project commenced on October 17, 2019 with an expected closing date on December 31, 2025. In 2023, the project underwent the Mid-Term Review (MTR) from which the closing date has been extended to 31 December 2027.

The revised Project Development Objective (PDO) is to Improve Protected Areas (PA) Management and Enhance Ecotourism Services in Selected Sites in the Cardamom Mountains and Tonle Sap (CMTS) Landscape.

The project has five components, including: (1) Strengthen Capacity for Protected Area Landscape Planning and Management; (2) Strengthening Opportunities for Ecotourism and NTFP Value Chains; (3) Improve Access and Connectivity; (4) Project Management, Coordination, Monitoring and Evaluation; and (5) Contingent Emergency Response.

The CMTS landscape covers more than 3.8 million ha including one of the world’s most productive freshwater fisheries and the largest protected forest in the Indochina. With the revised timeline and PDO, CSLEP activities will covers 6 provinces include Kampong Speu, Koh Kong, Kampong Chhnang, Pursat,

Battambang and Siem Reap with 7 PAs (Phnom Aural Wildlife Sanctuary (WS), Phnom Samkos WS, Tatai WS, Preah Soramrith Kosamak “Kirirom” National Park (NP), Peam Krasob WS, Cardamom Mountain NP and Preah Jayavorman-Norodom “Phnom Kulen” NP), 15 Community Protected Areas (CPAs), and 11 Community-Based Ecotourism (CBETs).

The EA and IA have established their respective Project Implementation Teams with expertise on technical, administration, environmental and social safeguards, procurement, and finance. Strategic direction and guidance for the management and operation of the project is provided by a high-level Project Steering Committee, chaired by MoE.

AREAS OF WORKS AND INTERVENTION ACTIVITIES

The project employs ecotourism as a catalyst for economic growth in rural communities while simultaneously enhances management and conservation of the rich natural capital of the CMTS landscape. Recognizing the unique ecological, cultural and economic potential of the specific area, three main ecotourism hubs have been identified as focal areas for the development – Kulen, Aural and Tatai. The three hubs span seven Protected Areas (PAs) each of which offers diverse opportunities for sustainable tourism. The Kulen hub center around the iconic Preah Jayavorman-Norodom “Phnom Kulen” National Park (NP) a site renowned for its rich cultural heritage and natural beauty; The Aural hub encompasses Phnom Samkus and Phnom Aural WS as well as Kirirom NP; and the Tatai hub covers Phnom Kravanh NP, Tatai and Peam Krasoab WS, showcasing a blend of pristine waterways and lush forests.

To support sustainable tourism in these hubs, the project is committed to developing critical infrastructure and facilities that enhance visitor experiences while preserving the environment. The planned investments include: entrance gates to Protected Areas; viewing platforms to appreciate the stunning vistas; parking lots and campsites to enable visitors to connect with nature. Furthermore, to enable visitors to explore landscapes more fully, fostering a deeper appreciation for natural and cultural significance, the project will invest for the improvement and development on features like suspension bridges, hiking trails, boardwalks, and boat docks. Details infrastructures and facilities to be developed in each of the PA will be provided.

OBJECTIVES OF THE POSITION

The position of National Engineer Consultant for Construction Supervision (NECCS) is full-time with a one-year duration. The NECCS will work under the overall

supervision of the MoE-CSLEP Project Manager (PM) and will collaborate closely with the project team, receiving direct supervision from the technical lead of Component 2. The primary responsibility of the NECCS is to oversee and ensure the successful implementation of ecotourism infrastructure and facility development across designated Protected Areas. This role involves maintaining strict adherence to agreed specifications, environmental and social safeguards, and quality standards, while facilitating seamless coordination among stakeholders to support sustainable tourism objectives.

KEY RESPONSIBILITIES

The **National Engineer Consultant for Construction Supervision** will be responsible for ensuring the successful implementation of site-specific infrastructure and facilities across the three identified ecotourism hubs, with a focus on sustainability, eco-sensitivity, and heritage preservation. Site specific works will include (i) **Kulen Hub**: Supervise infrastructure enhancements in Phnom Kulen National Park, prioritizing improved visitor access while safeguarding cultural and natural heritage; (ii) **Aural Hub**: Oversee eco-sensitive construction in Phnom Samkos Wildlife Sanctuary, Phnom Aural Wildlife Sanctuary, and Kirirom National Park, ensuring designs align with environmental sustainability; and (iii) **Tatai Hub**: Manage ecological and water-sensitive infrastructure works in Phnom Kravanh National Park and Tatai Wildlife Sanctuary to support sustainable development. The consultant will ensure adherence to quality standards, environmental safeguards, and project objectives, fostering harmony between infrastructure development and conservation goals.

Key responsibilities and intervention activities will include:

1. Oversight and Quality Assurance of the Construction:

- Develop site monitoring mechanism to track progress against agreed timeline;
- Supervise the construction of ecotourism infrastructure and facilities to ensure compliance with design specifications, DED and other technical requirements;
- Conduct regular site inspections to monitor and document progress, ensuring quality standards are consistently met;
- Verify materials, equipment, and workmanship to confirm they meet specified specifications and standards;
- Validate progress claim against actual on-site progress and report discrepancies to the manager.

- Ensure contractors address necessary repairs to an acceptable standard and provide technical advice to the PIU before approving final payment, including during the warranty period.
- Identify challenges and provide technical solutions in consultation with PIU and WB if required.

2. Coordination and Stakeholder Engagement:

- Collaborate closely with contractors, site managers, and local stakeholders to ensure smooth execution of activities;
- Collect any complaints related to project's investment or activities at site and work with PIU ES's focal points in consultation with WB ES Specialists;
- Serve as a liaison between the project team and stakeholders to ensure smooth implementation of the activities and communication.

3. Environmental and Social Safeguard Compliance:

- Ensure all infrastructure works adhere to CSLEP's Environmental and Social Management Plan and other safeguard requirements in the project's ESMF,
- Minimizing impacts on biodiversity and surrounding ecosystems; and
- Support the integration of sustainable practices, such as eco-friendly construction techniques and materials, into project implementation.
- Ensure that no tree will be allowed to cut unless agreed by PIU's ES focal points, Community representative and WB ES Specialists.

4. Monthly Progress Reporting and Documentation:

- Prepare detailed monthly progress reports that include photographic evidence, technical evaluations, and ESMP compliance assessments to provide a comprehensive overview of the project status;
- Document any deviations from the approved design or plans, and provide recommendation for corrective measures to address the issues; and
- Maintain accurate records of contractor performance and work completed for accountability and future reference.
- Provide relevant information for each subproject site to be incorporated into quarterly environmental and social safeguard monitoring reports that are prepared by the Environmental and Social Safeguard Specialists for submission to the bank.
- Organize quarterly meeting to discuss work progress and compliance and facilitate site visit for PIU, Contractor and WB ES Specialists.

5. Handover and Post-Construction Support:

- Oversee the proper completion of constructions and handover including final inspections to ensure functionality of the infrastructures and facilities;
- Ensure that no pending environmental and social issues as per ESMP after completion of civil works; and
- Provide recommendations for maintenance protocols to uphold the quality and sustainability of infrastructures and facilities.

QUALIFICATIONS

Education	<ul style="list-style-type: none"> • Bachelor’s Degree in Civil Engineering, along with a relevant post-graduate degree including licensure from a recognized professional civil engineering institution.
Experience	<ul style="list-style-type: none"> • Minimum of 5 years of professional experience in civil engineering and infrastructure development. • Proven experience in site supervision of small-scale infrastructure projects. • Familiarity with construction using local and traditional material • Experience with ecotourism projects is a plus
Competency	<ul style="list-style-type: none"> • Strong analytical and communication skills, with the ability to draft and articulate ideas clearly and concisely. • Excellent interpersonal skills and the ability to work effectively in a team environment. • Ability to work independently with initiative and resourcefulness. • Willingness and capability to travel to and work in remote areas.
Language Requirements	<ul style="list-style-type: none"> • Proficiency in spoken and written English.