



Mekong River Commission

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MK No.MRCS(AD)017/2017

..... May 2017

Dear JC Members,

Subject: Re-announcement for the post of Head of RFMMC and Chief Hydrologist

Refer to the current 45th JC Meeting that MCs stressed on the equality of the staff distribution across the functional title of the staff, we hereby would like to inform you that the Secretariat will be re-announcing the recruitment of the following positions:

- Head of RFMMC
- Chief Hydrologist

We will post the vacancy in (1) the four member countries newspapers, (2) well-known national job-listing websites and (3) MRCS Recruitment Channels Network.

We would be grateful if the MCs could distribute these vacancies to relevant Ministries and line agencies at your earliest convenience.

Enclosed please find the vacancy announcements and the job descriptions for your kind consideration and action.

The closing date for the applications is 30 May 2017. We would appreciate it if you could forward the applications to the MRC Secretariat by 6 June 2017 so that the recruitment can be processed according to its timeline.

Thank you for your continued support.

Yours sincerely,

Pham Tuan Phan
Chief Executive Officer

H.E. Mr. Te Navuth
Secretary General
Cambodia National Mekong Committee
Member of the MRC Joint Committee for
Cambodia

Dr. Inthavy Akkharath
Acting Secretary General
Lao National Mekong Committee Secretariat
Member of the MRC Joint Committee for Lao PDR
Chairperson of the MRC Joint Committee for 2017

Mr. Worasart Apaipong
Director General
Department of Water Resources
Secretary General
Thai National Mekong Committee Secretariat
Member of the MRC Joint Committee for
Thailand

Dr. Le Duc Trung
Director General
Viet Nam National Mekong Committee
Member of the MRC Joint Committee for Viet Nam



Mekong River Commission

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JOB DESCRIPTION

Job Title	Head of Regional Flood Management and Mitigation Center
Division	Technical Support Division
Wage Category	M13
Report to	Director
Job Code	RP041 T/H
Date of verification	January 2017
Duty Station	MRC Regional Flood Management and Mitigation Centre – Phnom Penh, Cambodia

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, 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

MRCS values

- Integrity
- Transparency
- Mutual respect
- Professionalism
- Accountability
- Results orientation

1. Job Summary / Job Statement

The Jobholder is the Head of Regional Flood Management and Mitigation Center (RFMMC) located in Phnom Penh, Cambodia. He/she will assist and support the MRCS Director of the Technical Support Division (TD) in the day-to-day management of the RFMMC. He/she will be the technical lead and manager to oversee RFMMC work as well as to guide other RFMMC's specialists to achieve MRC's assigned outputs. He/she will work in close collaboration with the Chief Hydrologist and other members of the TD.

2. Key expected performance indicators (KPIs)

2.1 MRC Outputs oriented KPIs:

Responsible for the RFMMC's annual outputs and results through activities to:

- Provide inputs to update Flood Management Strategies.
- Provide technical inputs to the preparation of Drought Management Strategies.
- Work with the NMCs and national line agencies in member countries to ensure full participation of appropriate line agencies in the implementation of the Centre's activities.
- Provide technical inputs and support to facilitate and manage transboundary flood National Indicative Plans (NIPs) and Member Countries' joined-projects in Mekong basin's border areas.
- Provide management and monitoring of assigned staff on routine river flood and flash flood forecasting in flood season; river monitoring in dry season and make sure daily and weekly broadcasting of flood forecasting and river monitoring, and related information on MRC websites and relevant communication channels.
- Contribute and provide inputs to MRC's annual combined hydrological, flood and drought report.
- Provide technical and managerial inputs for the improvement/development of river flood and drought forecasting and flash flood guidance system.
- Provide technical input and support to technical staff to implement effectively all RFMMC's assigned development projects
- Ensure the preparation of technical reports, such as progress and activity reports and be responsible for RFMMC staff's performance assessments.
- Make sure annual work plan is made based on MRC Strategic Plans and basin emerging issues regarding to Mekong Basin's flood management and mitigation that includes anticipated regional workshops and capacity building activities and feasible implementation plans.
- Continuously identify progressive risks, key and emerging issues hampering the progress of RFMMC coordination and implementation including foreseen and/or actual deviations from the work plans, milestones and indicators, assess consequences, select and implement appropriate response measures;
- Make sure annual audits to be done in a most effective manner with high quality of Centre's operation and management.
- Strengthen networking with other international river basin organizations, global

links, relevant organizations and technological resource centres around the world as well as to, in consultation and coordination with the Office of CEO, support fund mobilization for an enhanced Centre.

- Propose, advise, develop or implement other related duties as assigned by Division Director and MRC Chief Executive Officer
- Be responsible for effective and efficient use of MRCS resources i.e. human, financial, assets, networks, partnerships, etc. and is in charge of the day to day management of the Centre.

2.2 Competency KPIs:

Strategic-organizational

- Efficiently coordinate day-to-day operations, facilitate and implement the RFMMC implementation work plans, budget plans, technical studies, training and workshop schedules, etc. in a well-coordinated and harmonized manner;

Methods, technique

- Act as a sound chief technical advisor and office manager of the RFMMC and be an effective focal point for all RFMMC related information that goes beyond the individual RFMMC activities;
- Provide and coordinate sound technical inputs of MRC professional staff, consultants, national focal points and regional collaboration partners;
- Strengthen the network with other international river basin organizations and global links with relevant organizations and technological resource centres around the world;
- Continuously coach and transfer knowledge and skills to team members to build next leadership generation.

Personal-social factor

- Show profound leadership and managerial quality that focuses on good team work and effective delegation,
- Work to build trust and harmony within the team and with MRC at large.

2.3 Behaviour KPIs

- Be accountable to the MRC
- Be transparent in decision making
- Be cooperative and fair to all staff members
- Be punctual, professional and committed Head of the RFMMC
- Output-oriented, diplomatic and culturally sensitive
- Be ethical and follow closely MRC Oath of the Office.
- Follow MRCS Rules and Procedures and encourages others staff to do so.

3. Required competencies

Knowledge	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Drought and Flood management, mitigation and forecasting	1
Applied information technology	1
Strategic Planning for drought and flood management	1
Disaster responsiveness in relation to severe drought and floods	2
Regional networks of government agencies, communities, CSOs, academic institutions, private sector agencies, etc. who are working on or doing research on flood and drought management, mitigation and forecasting	2
Mekong River Basin Hydrology	2

Skills	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Excellent management, coordination, facilitation and delegation skills	1
Analysis and data processing skills	1
Excellent report writing skills	1
Excellent monitoring and evaluation skills	1
Excellent command of spoken and written English	1
Communication skills	1
Result based management skills	1
Project planning and management skills	2

Attitudes	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Service oriented	1
Strong willingness and ability to work inter-disciplinarily	1
Technical Leadership and vision	1
Willingness to travel within and outside the region	2

4. Scope of Authority

<p>a. Supervision requirements: The position will provide technically and managerial guidance to staff working at the RFMMP and is to report to the Division Director. Supervision of consultants and quality control are requested.</p> <p>b. Level of autonomy: Decision making follows defined procedures. The position is responsible for the proper spending of the Centre and make sure the Centre's accountability to MRCS.</p> <p>c. Level of problem solving required: Problem solving skill is complex and the incumbent must display sensitivity, initiative and creativity d</p> <p>d. Level and type of communications required: Communications are wide, within and</p>	
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outside the Centre and MRC, and require considerable oral and written skills with high English competency and fluency.

5. Qualification requirements

Certificate	- University degree (Master or higher) in engineering, water resources, hydrology, hydro-meteorology or related discipline. A doctorate is desirable.
Additional certificates	- TOEIC certificate with 600 points and over is required. An equivalent internationally recognized certificate may also be considered.
Experience	<ul style="list-style-type: none"> - Minimum 13-year experience in applied hydrology and water resources engineering; - Demonstrated ability to lead, manage and facilitate technical team members to work to achieve common objectives and goals to obtain concrete annual outputs and organizational budget; - Excellent knowledge and professional experiences in a broad range of water balance analysis and hydrological modelling or computer modelling techniques as applied to river-system simulation and flood forecasting, especially in the Mekong River Basin; and - Good knowledge in web-based hydrological data/information presentation and management, and GIS application for flood and drought

6. Remuneration

The remuneration package, subject to change, includes

- (i) annual net base salary exempt from tax by Cambodia authorities, starting at US\$ 53,643 (M-13, step I);
- (ii) MRC's contribution to staff member's Provident Fund of 14% of basic salary upon completion of 3 years in service;
- (iii) Contribution of MRC to Health and Accident insurances (on shared basis with employee);
- (iv) other entitlements and benefits such as dependency allowance, 6 weeks' annual vacation; sick leave, maternity leave etc.

Non-resident staff members receive an additional

- (i) 7% of basic salary for Post Adjustment allowance;
- (ii) 7% of basic salary for Hardship allowance;
- (iii) Rental subsidy of 40% of the rent rate up to maximum of US\$ 6,000 annual;
- (iv) Education Grant of 75% of max. expense of US\$ 13,000;
- (v) Travel cost and Shipment expenses on assignment and upon separation;
- (vi) other entitlements and benefits such as Relocation Grant allowance, Home Leave Travel, Education Grant Travel, etc.

The duration of the assignment of MRC Riparian Professional Staff is up to maximum 6 years per 1995 Mekong Agreement and Procedural Rules.

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



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JOB DESCRIPTION

Job Title	Chief Hydrologist
Division	Technical Support Division
Level	M13
Report to	Director
Job Code	RP032.T/C
Date of verification	March 2016
Duty Station	Office of the Secretariat in Vientiane, Lao PDR

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- Results orientation

1. Job Summary / Job Statement

The jobholder is the Lead Technical staff of the Division and supports the Director in overseeing the work of the Division and guiding other specialists. Specifically, the Chief Hydrologist supervises all activities and tasks assigned related to hydrology and hydrological monitoring, and the associated work of modelling and flood forecasting activities. The position holder oversees the management, production, and distribution of MRC hydro-meteorological information. The position supports the Director in leading the implementation of core river basin management functions related to data and monitoring (CRBMF 1), modelling and analysis (CRBMF 2) and forecasting, warning and emergency response (CRBMF 4).

2. Main tasks and responsibilities

Under direction of the Division Director, the incumbent performs the following duties:

- Lead, supervise and conduct scientific hydrological studies (including sediment and groundwater studies) and contribute to basin-wide assessments in collaboration with relevant staff, divisions, riparian counterpart and line agencies, regional and international organisations and institutions;
- Conduct hydrological analysis and assessment, including for PNPCA;
- Ensure that allocated resources are effectively and efficiently used for the production of MRC hydrometeorological information;
- Develop and implements the hydro-meteorological and related projects for the improvement of the MRC hydro-meteorological database;
- Assure an adequate provision of services and information to MRC Divisions, riparian agencies and other partners;
- Prepare the Annual Hydrological Report including information on flood and drought;
- Prepare and supervise the processing and publication of the hydrological year book;
- Develop and update the relevant monitoring webpages and tools for the MRC Procedures, including the PMFM and PWUM;
- Provides technical advice in relation to hydrological data collection (including sediment and groundwater studies), management and development of database systems and tool to support river monitoring and flood forecasting;
- Provide quality assurance and quality control of all received data and conduct network analysis;
- Review and approve the data coverage and gap-filling, correlation analysis, synthesization and suggestions on short-term and long-term adjustments of monitoring river data;
- Hindcast studies of historical floods and droughts at the scale of the entire Mekong Basin;
- Supervise parameter study of critical events (floods and droughts), and combinations of events at the scale of the entire Mekong Basin;
- Supervise statistical analysis of probabilities under specific assumptions, covering a range of meteorological events, and various interventions at the scale of the entire Mekong Basin;
- Guide modelling activities and ensuring its contribution to hydrological, flood and other assessments;
- Guide and assist hydrological and hydraulic studies for flood management activities;
- Contribute to the routine evaluation of the annual forecasting and river monitoring

<p>as well as to the preparation of Annual Flood Report and/or hydrological studies/analyses;</p> <ul style="list-style-type: none"> • Contribute to the development of relevant technical guidelines as led by other specialists/Divisions; • Coordinate and support the work of the MRC's regional technical/expert group related to hydrology (if applicable), and contribute to the work of other regional groups as required; • Support the implementation of the MRC Procedures, especially from the monitoring aspect of the Procedures; • Provide relevant technical advice to the assessments of risks and impacts of decisions on water resources management and development in the basin; • Prepare and submit M&E forms and contribute to the Mid-year and Annual Report; • Ensure results-based framework are reflected in the division's technical implementation; • Ensure gender aspects are integrated and mainstreamed into the implementation of the Division's technical work and activities; • Perform other relevant tasks as required.

3. Scope of Authority

<p>a) Supervision requirements: The position does not require any formal supervisory responsibilities. However, supervision of consultants and quality control may be required. The position technically guides the work of specialists and officers in the division.</p>
<p>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.</p>
<p>c) Level of problem solving required: Problem solving skill is expected and the incumbent must display sensitivity, initiative and creativity</p>
<p>d) Level and type of communications required: Communications are wide, within and outside the organisation, and require considerable oral and written skills.</p>

4. Qualification requirements

Certificate	University degree (Master or higher) in engineering, water resources, hydro-meteorology or related discipline. A doctorate is desirable.
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 13 years experience in applied hydrology and water resources engineering; • Excellent knowledge/experience of the Mekong River Basin hydrology; • Excellent knowledge and professional experiences in a broad range of hydrological, water balance analysis and hydrological

	<p>modelling or computer modelling techniques as applied to river-system simulation and flood forecasting;</p> <ul style="list-style-type: none"> • Good knowledge and professional experiences in website and (web-based) hydrological data/information management system; • Knowledge of GIS for water resources application is an advantage; • Demonstrated project management skills including formulation, planning, programming, execution.
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5. Competencies

Knowledge	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Mekong River Basin hydrology	1
Hydrological, water balance analysis and hydrological modelling or computer modelling techniques as applied to river-system simulation and flood forecasting	1
Water resources monitoring	1
Information and database management	1
Information technology	1
Flood forecasting	2

Skills	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Excellent command of spoken and written English	1
Presentation	1
Analysis and data processing	1
Excellent report writing skills	2
Project planning and management	2
Communication	2

Attitudes	Level (1-3) 1 = Required 2 = Desirable 3 = Optional
Strong willingness and ability to work inter-disciplinarily	1
Technical Leadership and vision	1
Willingness to travel within and outside the region	2

6. Remuneration

The remuneration package, subject to change, includes (i) annual net base salary exempt from tax by Cambodian authorities, starting at US\$ 53,643 (M13, step I); (ii) MRC's contribution to staff member's Provident Fund of 14% of basic salary upon completion of 3 years in service; (iii) Contribution of MRC to Health and Accident insurances (on shared basis with employee); (iv) other entitlements and benefits such as dependency allowance, 6 weeks' annual vacation; sick leave, maternity leave etc.

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Adjustment allowance; (ii) 7% of basic salary for Hardship allowance; (iii) Rental subsidy of 40% of the rent rate up to maximum of US\$ 6,000 annual; (iv) Education Grant of 75% of max. expense of US\$ 13,000; (v) Travel cost and Shipment expenses on assignment and upon separation; (vi) other entitlements and benefits such as Relocation Grant allowance, Home Leave Travel, Education Grant Travel, etc.

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7. Remarks

- The Job Description is subject to revisions by the MRC.

8. SIGNATURES

Job Incumbent: _____ Date: _____