



**ព្រះរាជាណាចក្រកម្ពុជា**  
**ជាតិ សាសនា ព្រះមហាក្សត្រ**

**ក្រសួងរៀបចំដែនដី នគរូបនីយកម្ម និងសំណង់**

**គម្រោង LASED III/IDA 67060-KH**

**សេចក្តីជូនដំណឹងស្តីពីការជ្រើសរើស**

**ទីប្រឹក្សាថ្នាក់ក្រោមជាតិផ្នែកហានិភ័យបរិស្ថានតំបន់៣ វិស្វករផ្នែកហេដ្ឋារចនាសម្ព័ន្ធតំបន់ ២**  
**ជំនួយការផ្នែកគ្រប់គ្រងហិរញ្ញវត្ថុ និងជំនួយការផ្នែកសម្បទានដីសង្គមកិច្ច**

ក្រសួងរៀបចំដែនដី នគរូបនីយកម្ម និងសំណង់ មានកិត្តិយសសូមជម្រាបជូនដំណឹងដល់សាធារណជនទាំងអស់ ឱ្យបានជ្រាបថា គម្រោងបែងចែកដីដើម្បីសង្គមកិច្ច និងការអភិវឌ្ឍសេដ្ឋកិច្ច ដំណាក់កាលទី៣ (LASED III) កំពុងធ្វើ ការជ្រើសរើសទីប្រឹក្សាថ្នាក់ក្រោមជាតិផ្នែកហានិភ័យបរិស្ថានតំបន់៣ វិស្វករផ្នែកហេដ្ឋារចនាសម្ព័ន្ធតំបន់២ ជំនួយការផ្នែក គ្រប់គ្រងហិរញ្ញវត្ថុ និងជំនួយការផ្នែកសម្បទានដីសង្គមកិច្ច សម្រាប់គម្រោង។

គោលបំណងអភិវឌ្ឍន៍គម្រោង គឺដើម្បីផ្តល់កម្មសិទ្ធិកាន់កាប់ដីធ្លី ការអភិវឌ្ឍកសិកម្ម សេវាសង្គម និង ហេដ្ឋារចនាសម្ព័ន្ធសហគមន៍ និងលើកកម្ពស់ជីវភាពរស់នៅដល់កសិករខ្នាតតូចក្នុងសហគមន៍ និងដីសម្បទានសង្គម កិច្ចរបស់គម្រោង ក៏ដូចជាដើម្បីធ្វើផែនការប្រើប្រាស់ដីនៅក្នុងឃុំនៅក្នុងប្រទេសកម្ពុជា។ គម្រោង LASED III បាន ទទួលហិរញ្ញប្បទានពីធនាគារពិភពលោក ដើម្បីគាំទ្រសកម្មភាពទាំងឡាយដែលរួមមាន ការអភិវឌ្ឍប្រព័ន្ធធារាសាស្ត្រខ្នាត តូចរបស់គម្រោង LASED II និង LASED III និងផ្តល់ការអភិវឌ្ឍលើដីសម្បទានសង្គមកិច្ចចំនួន ១២ ទីតាំងសហគមន៍ ដែលបានចុះបញ្ជីដីចំនួន ៣៣ សហគមន៍ និងការធ្វើផែនការប្រើប្រាស់ដីនៅក្នុងឃុំ ចំនួន ៤៥០ឃុំ។

អាស្រ័យហេតុនេះ សូមបេក្ខជនដែលមានចំណាប់អារម្មណ៍ចង់ដាក់ពាក្យ ទំនាក់ទំនងទៅគម្រោង LASED III បន្ទប់លេខ ៧០៨ អគារទីស្តីការក្រសួងរៀបចំដែនដី នគរូបនីយកម្ម និងសំណង់, ដីឡូត៍លេខ ២០០៥, ផ្លូវលេខ ៣០៧, សង្កាត់បឹងកេងកង, ខណ្ឌសែនសុខ, រាជធានីភ្នំពេញ និងតាមរយៈអ៊ីម៉ែល លោក ប៊ុន រតនៈជ័យសិទ្ធិ នាយកប្រតិបត្តិការគម្រោង LASED III [rrcheyseth@gmail.com](mailto:rrcheyseth@gmail.com) និងត្រូវចម្លងជូន [tholdinajp@gmail.com](mailto:tholdinajp@gmail.com), [vichiet.him@gmail.com](mailto:vichiet.him@gmail.com) [u.nareth89@gmail.com](mailto:u.nareth89@gmail.com) និង [proc.lasediii@gmail.com](mailto:proc.lasediii@gmail.com) ។

កាលបរិច្ឆេទឈប់ទទួលពាក្យ ត្រឹមថ្ងៃទី ១០ ខែ មេសា ឆ្នាំ២០២៤ ម៉ោង ១៧:០០ នាទី។

ថ្ងៃ រៀបចំ ២ រោច ខែ ៤ តុលា ឆ្នាំថោះ បញ្ចស័ក ព.ស.២៥៦៧

រាជធានីភ្នំពេញ ថ្ងៃទី ២៦ ខែ មេសា ឆ្នាំ២០២៤



Kingdom of Cambodia  
Nation Religion King



Ministry of Land Management, Urban Planning and Construction, LASED III (IDA Credit No.: 67060-KH)

REQUEST FOR EXPRESSIONS OF INTEREST

**Regional Infrastructure Engineer (RIE)**

1. The Royal Government of Cambodia (RGC) through the Ministry of Land Management, Urban Planning and Construction (MLMUPC) as Executing Agency (EA) and Ministry of Agriculture, Forestry and Fisheries (MAFF) as Implementing Agency (IA), have received financing from the World Bank for Land Allocation for Social and Economic Development Project III (LASED III) and intend to apply part of the proceeds of this credit to payments for consultant for **“Regional Infrastructure Engineer”** (Ref No. **MLMUPC-CS-84**).
2. The Consultant will carry out the following tasks in close consultation with National Senior Infrastructure Engineer, Infrastructure Unit Chef, Project Technical Team, Project Operations Director and Technical Director.
  - Support in conducting Infrastructure Need Assessments for new IC and SLC sites;
  - Prepare technical design, drawings, BoQ and specifications for bidding documents. This includes feasibility studies, design work, preparation of technical content for bidding documents, assistance in bidding process;
  - Carry out construction supervision to ensure the quality and cost-effectiveness of construction;
  - Evaluate the contractor’s materials, personnel and equipment and scheduled activities and determine the consistencies with the scheduled activities and quality control requirements;
  - Ensure that specific construction materials meet the required minimum passing quality requirements as provided in the approved technical specifications;
  - Assist in the preparation/evaluation of proposed changes/variation orders and ensure that appropriate measurement and costing are properly undertaken;
  - Ensure that contractors claim for payments for specific pay item of work should be supported by corresponding materials test results;
  - Prepare and submit field inspection and monthly progress report. These reports will include details of delays and consequences’ if any, comments and solution on the quality of works in accordance with the contract and recommend Issuance of suspension and resumption of work in accordance with the contracts;
  - Check and ensure that approved amount for each pay item of work has consistencies with the approved quantity and unit cost and certify quality of works accomplished and on their conformity to specifications and drawings;
  - Coordinate with different stakeholders and participate in the conduct of Pre-final and final inspection;
  - Assist in conducting project completion works, evaluation and approval of As-Built Drawings, inspection of contractors defects liability period activities;
  - Assist the National Senior Infrastructure Specialist in preparation of related training materials for project team on infrastructure design, costing, and supervision requirement;
  - Conduct formal and on-the-job training to the Project Team as required.
  - Coordinate and work together other consultants for infrastructure implementation, and attend to project related matters assigned by Project Director, Operations Director and Technical Director and other tasks as assigned by the project technical team;
3. **Minimum Skills and Qualifications:**
  - Bachelor degree (or higher is plus) in Civil Engineering, structure engineering or related fields;
  - At least 3 years of related experience;
  - At least 3 years of experiences in infrastructure design and construction supervision as well as project management experience;
  - Ability to use CAD software (essential);
  - Familiarity with the principal issues related to policy, regulation and technology choice for construction, supervision, operation and maintenance of rural infrastructure;
  - Fluency in spoken and written Khmer and English.
  - Ability and willingness to travel regularly;
  - Ability to work well in teams and to work independently with minimum supervision
4. The selection process will be carried out in accordance with provisions set forth in the Government Procurement Manual for Externally Financed Projects/Programs in Cambodia and Approved Selection Method for Individual Consultant - Section VII. Approved Selection Methods: Consulting Services of the World Bank Procurement Regulations for IPF Borrowers, dated July 2016, revised November 2017 and August 2018).
5. The consultant will be at the office of LASED III and at the Provincial Department of Land Management, Urban Planning, Construction, and Cadastre as well as project sites in Banteay Meanchey, Battambang and Oddar Meanchey and other provinces, if necessary. The Consultant will be employed for an initial period of one year which may be extended subject to satisfactory performance. The first three months will be a probationary period, after which s/he will be confirmed for the initial one-year period subject to satisfactory performance.
6. Further information can be obtained at the address below during office hours from 8:00 AM to 5:00 PM.
7. Interested consultants are required to submit an Expressions of Interest including an outline understanding of necessary assignment and expected work program, CV, and nominated referees (with contact detail) to Room 708, Office of LASED III-MLMUPC, # 2005, Street 307, Sen Sok, Phnom Penh or by email to Mr. Rithy Ratanakcheyseth, [rcheyseth@gmail.com](mailto:rcheyseth@gmail.com) and copied to [tholdinajp@gmail.com](mailto:tholdinajp@gmail.com), [vichiet.him@gmail.com](mailto:vichiet.him@gmail.com), [u.nareth89@gmail.com](mailto:u.nareth89@gmail.com) and [proc.lasediii@gmail.com](mailto:proc.lasediii@gmail.com) no later than **17:00 hours on April 10, 2024.**

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Ministry of Land Management, Urban Planning and Construction, LASED III (IDA Credit No.: 67060-KH)

REQUEST FOR EXPRESSIONS OF INTEREST  
Provincial Environmental Risk Management Consultant Region 3

1. The Royal Government of Cambodia (RGC) through the Ministry of Land Management, Urban Planning and Construction (MLMUPC) as Executing Agency (EA) and Ministry of Agriculture, Forestry and Fisheries (MAFF) as Implementing Agency (IA), have received financing from the World Bank for Land Allocation for Social and Economic Development Project III (LASED III) and intend to apply part of the proceeds of this credit to payments for consultant for “Provincial Environmental Risk Management Consultant Region 3” (Ref No. MLMUPC-CS-51R).
2. The PERMC will be engaged to carry out activities related to environmental mitigation measures to address potential environmental issues of LASED III at the provincial level. It is expected that the sub-national environmental consultant will help Operations Director, Technical Director and Environmental and Social Safeguard Unit staffs, and national environmental risk management consultant to implement their proposed tasks in the project. The Consultant will receive technical support from the National Environmental Risk Management Consultant, the World Bank specialists during the project implementation and will regularly report to the MLMUPC’s LASED III Project Director, with the day-to-day work closely with the Provincial Project Manager, Operations Director, Technical Director, Agriculture Director, and the national environmental risk management unit of the LASED III.
3. Main Tasks. Screen environmental risks and impacts of the Project’s community infrastructure development, activities or subprojects which could result in environmental impacts. The Consultant will carry out the following tasks in close consultation with National Environmental Risk Management Consultant, Project Operations Director, Technical Director and Agriculture Director.
  - Identify/screen environmental risks and impacts potentially caused by the project activities, for example, but not limited to, infrastructure construction and the use of agricultural chemical insecticide;
  - Analyze potential environmental risks and impacts caused by the project and prepare site specific tool including proposed necessary measures consistent with the relevant ESS requirements of the World Bank ESF and national laws and regulations.
  - Raise awareness of biodiversity conservation based on the ESS requirements through training and/or capacity building for the beneficiary and within the sub-national teams and the CLUP firms;
  - Conduct environmental safeguards screening and produce an environmental inventory on potential environmental hotspots and, watercourses, conservation forest or wildlife habitats or sanctuary by using arial photos and/or actual site visits at the project sites;
  - Work with operational management information system unit to document environmental hotspot
  - Prepare regular semi-annual monitoring reports on the environmental, and work closely with social consultant to report on social, health, and safety (ESHS) performance of the project; and
  - Coordinate and work together with the national environmental risk management consultant for environmental risk management, and attend to project related matters assigned by Project Director, Operations Director, Technical Director and Agriculture Director;
  - Work with the World Bank and national teams to address environmental issues according to the ESS requirements.
  - Work with government counterparts to implement the project specific GRM and ensure its functionality and effectiveness.
4. **Minimum Skills and Qualifications:**
  - At least a Master’s degree in related fields like Environmental Studies, Development Studies;
  - At least 5 years of relevant experience in environmental, climate change;
  - At least 3 years’ experience in environmental safeguards in Cambodia;
  - Experience of land tenure and/or titling work, including with indigenous and/or other customary communities is an advantage;
  - Experience of GIS and remote sensing;
  - Experience of the World Bank’s safeguard policies (and Environmental and Social Framework/ESF) is an asset;
  - An excellent command of oral and written Khmer;
  - A very good command of oral and written English;
  - A good command of at least one indigenous language of Cambodia would be an advantage; and
  - Knowledge and understanding of LASED III’s ICLT, SLC and CLUP procedures and Cambodia’s legislation and legal regulations is essential, including three sub-decrees–SLC (Sub-decree 19), ICLT (Sub-decree 83) and CLUP (Sub-decree 72).
5. The selection process will be carried out in accordance with provisions set forth in the Government Procurement Manual for Externally Financed Projects/Programs in Cambodia and Approved Selection Method for Individual Consultant - Section VII. Approved Selection Methods: Consulting Services of the World Bank Procurement Regulations for IPF Borrowers, dated July 2016, revised November 2017 and August 2018).
6. The duty station will be at the office of LASED III and at the Provincial Department of Land Management, Urban Planning, Construction, and Cadastre, in Kratie, Mondulkiiri, Preah Vihear, Rattanak Kiri, and Stung Treng province. The Consultant will be employed for an initial period of two years which may be extended subject to satisfactory performance. The first three months will be a probationary period, after which s/he will be confirmed for the initial two-year period subject to satisfactory performance
7. Further information can be obtained at the address below during office hours from 8:00 AM to 5:00 PM.
8. Interested consultants are required to submit an Expressions of Interest including an outline understanding of necessary assignment and expected work program, CV, and nominated referees (with contact detail) to Room 708, Office of LASED III-MLMUPC, # 2005, Street 307, Sen Sok, Phnom Penh or by email to Mr. Rithy Ratanakcheyseth, [rcheysseth@gmail.com](mailto:rcheysseth@gmail.com) and copied to [tholdinajp@gmail.com](mailto:tholdinajp@gmail.com), [vichiet.him@gmail.com](mailto:vichiet.him@gmail.com), [u.nareth89@gmail.com](mailto:u.nareth89@gmail.com) and [proc.lasediii@gmail.com](mailto:proc.lasediii@gmail.com) no later than **17:00 hours on April 10, 2024.**

*Handwritten signature and date: 10/4/2024*

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Ministry of Land Management, Urban Planning and Construction, LASED III (IDA Credit No.: 67060-KH)

REQUEST FOR EXPRESSIONS OF INTEREST

Finance Assistant (FA)

1. The Royal Government of Cambodia (RGC) through the Ministry of Land Management, Urban Planning and Construction (MLMUPC) as Executing Agency (EA) and Ministry of Agriculture, Forestry and Fisheries (MAFF) as Implementing Agency (IA), have received financing from the World Bank for Land Allocation for Social and Economic Development Project III (LASED III) and intend to apply part of the proceeds of this credit to payments for consultant for “Finance Assistant” (Ref No. MLMUPC-CS-90).
2. The FA will: (i) in close collaboration with the financial team and consultants, provide financial support to the national and sub-national teams for the implementation of project’s activities; (ii) assist financial team to review advance request, payment claims and supporting documents; and (iii) support financial team in to prepare the project documents, withdrawal applications, statement of expenditures, payroll/withholding Tax, progress report, mission documents and other ad-hoc reports etc.,

**Reporting Line.** The finance assistant will report to the Project Director and day-to-day work under the direct supervision of financial team and consultants.

**Main Tasks.** The main tasks of the consultant are as follows:

- Review advance requests, payment claims, and supporting documents before submitting financial team;
  - Review expense forms and supporting documents for project mission, training and workshops;
  - Follow up clearance of advances from relevant project staff at national and sub-national levels;
  - Under guidance from the finance team, support financial team to prepare vouchers, reconciliations of all accounts and financial documents to ensure their accuracy;
  - Maintain the voucher filing system to ensure that all vouchers are complete and proper filling;
  - Support the finance team in preparing advance register, contract register, statement of expenditures, bank book, petty cash book, and other necessary reconciliation,
  - Support the finance team in obtaining quotations, preparing quotation comparison and arranging coffee break for meetings and workshops,
  - Support the finance team in logistics for meetings and workshops.
  - Regularly post transactions into the Project’s accounting software,
  - **Other Duties:** Perform other duties relating to financial activities and other project activities as requested by Project Director and day-to-day work by the financial team.
3. **Minimum Skills and Qualifications:**
    - Bachelor’s degree in accounting or finance, or Certified Accounting Technician qualification;
    - At least three years of working experience in accounting or financial management for projects or non-profit organization or companies;
    - Good computer skills in using Microsoft Excel and other relevant computerized accounting software Sage 50;
    - Proficient in spoken both in English and Khmer;
    - Adaptation to the working environment of the projects and able to travel to target provinces.
    - Women is encouraged for this.
  4. The selection process will be carried out in accordance with provisions set forth in the Government Procurement Manual for Externally Financed Projects/Programs in Cambodia and Approved Selection Method for Individual Consultant - Section VII. Approved Selection Methods: Consulting Services of the World Bank Procurement Regulations for IPF Borrowers, dated July 2016, revised November 2017 and August 2018).
  5. The duty station will be at the office of LASED III at the Ministry of Land Management, Urban Planning and Construction (MLMUPC) and travel to project sites. The Consultant is expected to start the work as soon as conveniently possible. The first three months will be a probationary period, after which s/he will be confirmed for the initial one-year period subject to satisfactory performance.
  6. Further information can be obtained at the address below during office hours from 8:00 AM to 5:00 PM.
  7. Interested consultants are required to submit an Expressions of Interest including an outline understanding of necessary assignment and expected work program, CV, and nominated referees (with contact detail) to Room 708, Office of LASED III-MLMUPC, # 2005, Street 307, Sen Sok, Phnom Penh or by email to Mr. Rithy Ratanakcheyseth, [rcheyseth@gmail.com](mailto:rcheyseth@gmail.com) and copied to [tholdinajp@gmail.com](mailto:tholdinajp@gmail.com), [vichiet.him@gmail.com](mailto:vichiet.him@gmail.com), [u.nareth89@gmail.com](mailto:u.nareth89@gmail.com) and [proc.lasediii@gmail.com](mailto:proc.lasediii@gmail.com) no later than **17:00 hours on April 10, 2024.**

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Ministry of Land Management, Urban Planning and Construction, LASED III (IDA Credit No.: 67060-KH)

REQUEST FOR EXPRESSIONS OF INTEREST  
Social Land Concession Assistant (SLCA)

1. The Royal Government of Cambodia (RGC) through the Ministry of Land Management, Urban Planning and Construction (MLMUPC) as Executing Agency (EA) and Ministry of Agriculture, Forestry and Fisheries (MAFF) as Implementing Agency (IA), have received financing from the World Bank for Land Allocation for Social and Economic Development Project III (LASED III) and intend to apply part of the proceeds of this credit to payments for consultant for “**Social Land Concession Assistant**” (Ref No. MLMUPC-CS-89).

2. The SLC assistant will: (i) in close collaboration with the SLC team and consultants, provide technical and administrative support to the EA, and sub-national teams for the implementation of project’s activities; (ii) assist SLC team and project management on tracking and monitoring the SLC progress; and (iii) coordinate the preparation of project documents, progress report, mission documents and other ad-hoc reports etc.

**Reporting Line.** The SLC assistant will report to the Project Director, Technical Director and day-to-day work under the direct supervision of SLC consultant (SLCC) and SLC Officers.

**Main Tasks.** The main tasks of the consultant are as follows:

- In collaboration with SLC consultant and other consultants, support project management on all SLC activities and other development activities;
- Work closely with and support SLC consultant and other related consultants on SLC activities in target provinces included SLC land activities, target land recipient selection process and development activities;
- In collaboration with SLC consultant and other consultants, monitoring the project implementation and progress of SLCs;
- Assist SLC team in the conduct and oversight of SLC fieldwork as may be required by the Project Management Team;
- Support SLC team in consultations with key stakeholders, including communities, local authorities and sub-national teams that have supported SLC activities;
- **Other Duties:** Perform other duties relating to SLC and project activities as requested by Project Director and day-to-day work by the SLC consultant

3. **Minimum Skills and Qualifications:**

- At least bachelor degree in land management, rural development or related social sciences degree Bachelor degree (or higher is plus) in Civil Engineering, structure engineering or related fields;
- At least 2 years working experience in SLC and related work;
- Experience working on land tenure and/or titling activities;
- Extensive experience in community and commune outreach related to land – communications, awareness-raising and consultation - is essential;
- Experienced working with LASED Project, previously is an asset;
- Proficient in report writing and spoken both in English and Khmer;
- Adaptation to the working environment of the projects and able to travel to target provinces;
- Women are encouraged for this post.

4. The selection process will be carried out in accordance with provisions set forth in the Government Procurement Manual for Externally Financed Projects/Programs in Cambodia and Approved Selection Method for Individual Consultant - Section VII. Approved Selection Methods: Consulting Services of the World Bank Procurement Regulations for IPF Borrowers, dated July 2016, revised November 2017 and August 2018).

5. The duty station will be at the office of LASED III at the Ministry of Land Management, Urban Planning and Construction (MLMUPC) and travel to SLC project sites. The Consultant is expected to start the work as soon as conveniently possible. The first three months will be a probationary period, after which s/he will be confirmed for the initial one-year period subject to satisfactory performance.

6. Further information can be obtained at the address below during office hours from 8:00 AM to 5:00 PM.

7. Interested consultants are required to submit an Expressions of Interest including an outline understanding of necessary assignment and expected work program, CV, and nominated referees (with contact detail) to Room 708, Office of LASED III-MLMUPC, # 2005, Street 307, Sen Sok, Phnom Penh or by email to Mr. Rithy Ratanakcheyseth, [rcheyseth@gmail.com](mailto:rcheyseth@gmail.com) and copied to [tholdinajp@gmail.com](mailto:tholdinajp@gmail.com), [vichiet.him@gmail.com](mailto:vichiet.him@gmail.com), [u.nareth89@gmail.com](mailto:u.nareth89@gmail.com) and [proc.lasediii@gmail.com](mailto:proc.lasediii@gmail.com) no later than **17:00 hours on April 10, 2024.**