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## Application for Consultancy Services

### Title: Consultant to conduct the project Midterm Review (MTR)

#### Background

**Project Reference:** Strengthening CSO Capacity to Scale Up Sustainable Freshwater Fisheries in Cambodia (EU-CSO) Project [NDICI-CSO/2023/448-078]

#### About IUCN

The International Union for Conservation of Nature (IUCN) is a global membership Union uniquely composed of both government and civil society organisations. It provides public, private, and non-governmental entities with the tools and knowledge needed to advance sustainable development and biodiversity conservation. IUCN combines the latest science with traditional knowledge and stakeholder engagement to support effective and equitable environmental governance.

More information: <https://iucn.org/>

#### About the Project

The Strengthening CSO Capacity to Scale Up Sustainable Freshwater Fisheries in Cambodia (EU-CSO) project is a 48-month Action (01 November 2023 – 31 October 2027), funded by the European Union (EU). This Action aims to enhance the capacity of civil society organizations (CSOs) in improving fisheries management in Cambodia's Tonle Sap and Mekong regions. The project is designed to safeguard nationally and regionally significant fisheries, while addressing climate change impacts and hydrological shifts caused by upstream dams and agricultural expansion.

The project is led by IUCN, in partnership with Fisheries Action Coalition Team (FACT) and Cultural and Environment Preservation Association (CEPA). It focuses on strengthening the operational and technical capacities of 15 Community Fisheries (CFIs), as well as three CSOs: Village Support Group (VSG), Trailblazer Cambodia Organization (TCO), and 3S Rivers Protection Network (3SPN). The primary aim is to enhance sustainable fisheries management practices, promote multi-stakeholder knowledge exchange, and foster CSO-led research and policy dialogues on critical fisheries issues. The overall objective is to strengthen the capacity of three focal CSOs and 20 CFIs to improve freshwater fisheries management in Cambodia.

The project has been designed with three key three outcomes:

- Outcome 1: The technical and operational capacity of the three focal CSOs are scaled up to improve fisheries management practices, including sustainable financing.
- Outcome 2: Accelerated knowledge sharing through facilitation of multi-stakeholder networks and peer-to-peer learning
- Outcome 3: Supported CSO research and government dialogue on key fisheries management policy issues, including financing.

#### Position Details

- **Title:** Consultant to conduct project midterm review



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- **Category:** National Individual Consultant / International Consultant
- **Duration:** 20 working days, from February-March 2026
- **Total Budget:** USD 4,500 including withholding tax, local travel and per diem.

### Description of the Assignment

The Mid-Term Review (MTR) serves as an independent assessment of the project's progress. It is designed to evaluate the achievement of the project's objectives and identify areas for improvement. The MTR will focus on assessing the project's effectiveness, efficiency, impacts, and sustainability, and will provide actionable recommendations to refine project strategies.

*The specific objectives of the MTR include:*

1. Assess the relevance, effectiveness, efficiency, impact, and sustainability of the project's design and implementation.
2. Review progress against the project's logical framework, indicators, and targets.
3. Identify lessons learned and best practices to inform the second half of the project.
4. Provide actionable recommendations for improvement in project strategies, partnerships, and sustainability mechanisms.

It is suggested that the MTR adopt a mixed-methods approach, utilizing both qualitative and quantitative tools to ensure a comprehensive and evidence-based evaluation. Data collection should include document review, key informant interviews, group discussions, and field observations. In addition, the MTR should assess the project through the following criteria, with corresponding key questions to guide the evaluation:

Criterion	Key Questions
Relevance	<ul style="list-style-type: none"> <li>- Are the project objectives aligned with national fisheries policies and community needs?</li> <li>- Are the interventions addressing priority challenges faced by CSOs and CFIs?</li> </ul>
Effectiveness	<ul style="list-style-type: none"> <li>- To what extent have the project's outcomes and outputs been achieved?</li> <li>- How effective are the capacity-building and networking mechanisms?</li> <li>- What results have been observed at the community and CSO levels?</li> </ul>
Efficiency	<ul style="list-style-type: none"> <li>- Were project resources (financial, human, time) used optimally?</li> <li>- Are implementation and management structures effective and value for money?</li> </ul>
Impact	<ul style="list-style-type: none"> <li>- What are the observed or potential impacts on fisheries governance, CSO capacity, and community livelihoods?</li> <li>- Are there examples of positive policy influence or improved local practices?</li> </ul>
Sustainability	<ul style="list-style-type: none"> <li>- What measures ensure the long-term continuation of results (e.g., financing mechanisms, policy engagement)?</li> <li>- How likely are CSOs and CFIs to sustain practices after the project ends?</li> </ul>
Lessons Learned	<ul style="list-style-type: none"> <li>- What are the key success factors and challenges observed so far?</li> <li>- How can future interventions improve based on current experiences?</li> </ul>



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Recommendations	- What strategic, operational, or technical adjustments should be made for the next phase?
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## Scope of Work

The consultant will be responsible for the following tasks:

- Develop and finalise the MTR proposal, including methodologies, data collection tools, and planning
- Conduct desk review
- Conduct fieldwork for data collection, including key informant interviews, group discussions and field observations
- Analyse and produce MTR report
- Present results at a workshop to validate the results
- Consolidate the feedback and finalise the MTR report

## Deliverables and Timeline

Deliverable	Description	Deadline
Deliverable 1	Develop MTR proposal and workplan, agreed by IUCN	12 Feb 2026
Deliverable 2	Conduct fieldworks	20 Feb 2026
Deliverable 3	Data analysis and produce draft MTR	27 Feb 2026
Deliverable 4	Present at a workshop to validate results	18 Mar 2026
Deliverable 5	Consolidate feedback and finalise the report	20 Mar 2026

## Duration and Level of Effort

The assignment will be completed within 2 months, with an estimated level of effort of 20 total working days, allocated as follows:

- Desk Review and Planning – 4 days
- Field Visits and Stakeholder Consultations – 8 days
- Drafting Reports – 6 days
- Finalization and Submission – 2 days

## Qualifications and Experience

Applicants must meet the following criteria:

- Master's degree or higher in natural resource management, environmental management, fisheries governance, sustainable development or a related field.
- Minimum 10 years of experience in program monitoring, evaluation and research, particularly in natural resource management or CSO capacity-building projects
- Demonstrated knowledge on community fisheries (CFi), community protected areas (CPA), community-based ecotourism and sustainable financing, relevant policies and networking in Cambodia.
- Proven experience in participatory monitoring, evaluation, research and report writing.
- Excellent command of English and/or Khmer, both written and spoken.
- Strong analytical, facilitation, and communication skills.

## Duty Station



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IUCN Country Office: Cambodia, with required travel to project field sites.

## Application Process

### Eligibility Requirements:

Applicants must:

- Be free of any conflict of interest.
- Be compliant with all applicable tax obligations.
- Not have been found guilty of environmental, financial, or ethical misconduct.
- Not be involved in any pending bankruptcy or legal proceedings.

### Required Documents:

Applicants must submit the following documents in PDF format:

- Technical proposal, including methodology, planning and budgeting.
- CV highlighting relevant experience and qualifications
- Sample of previous evaluation reports (EU-funded evaluation report is advantageous)
- Copy of Citizenship Certificate and PAN/VAT Registration.
- Signed Declaration Form [Attach if applicable].

### Submission Details:

- Submission Deadline: **26 January 2026**
- Email Address: [doeur.born@iucn.org](mailto:doeur.born@iucn.org)
- Email Subject Line: MTR Proposal for EU CSO Project – Applicant Name
- All submissions must be in PDF format. If necessary, split large files into multiple emails (e.g., Email 1 of 2, Email 2 of 2).
- Do not use file-sharing links or platforms for submission.

### Additional Information

- IUCN reserves the right to accept or reject any or all applications without providing any reason.
- Only shortlisted candidates will be contacted for further steps.