



ផ្តល់មូលនិធិដោយ
សហភាពអឺរ៉ុប ប្រចាំកម្ពុជា

Application for Consultancy Services

Title: Consultancy Services to conduct fisheries research on understanding spatial and temporal dynamics of fish assemblage in relation to hydrology across space and time to inform sustainable fisheries management and conservation policy.

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: www.iucn.org | [Twitter](#)

About the Project

The Strengthening CSO Capacity to Scale Up Sustainable Freshwater Fisheries in Cambodia (EU-CSO) is a four-year initiative, running from November 2023 to October 2027, funded by the EU. Led by IUCN, in partnership with the Fisheries Action Coalition Team (FACT) and the Cultural and Environment Preservation Association (CEPA), the project aims to enhance the capacity of CSOs to improve fisheries management in Cambodia’s Tonle Sap and Mekong regions. The focus is on bolstering the sustainability of nationally and regionally vital fisheries, building resilience against climate change and the impacts of upstream dams and agricultural expansion. The action will support 20 Community Fisheries (CFis) and three CSOs, strengthening their technical and operational capacity for effective fisheries management. The project will also facilitate knowledge-sharing through multi-stakeholder networks and promote research and dialogue between CSOs and government bodies on key policy issues like sustainable financing for fisheries management.

Position Details

- **Title:** Consultant to conduct fishery policy brief review
- **Category:** National Individual Consultant
- **Duration:** From 16 February 2026 to 31 July 2026
- **Total Budget:** USD 6,500 including withholding tax

Description of the Assignment

The hydrology of the Mekong River is highly seasonal, with distinct wet and dry cycles that are driven by the tropical monsoon climate and runoff from snowmelt in the Tibetan plateau. These predictable flood pulses create a dynamic flood-pulse ecosystem that supports one of the world’s most biodiverse inland fisheries, particularly in the Lower Mekong Basin. Fish species have evolved to synchronise their life cycles with these seasonal rhythms, contributing to the region's status as a biodiversity hotspot, which accounts for about 20% of



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global inland fisheries production. The Cambodian Upper Mekong River system is especially significant as a habitat for large fish species, including those that are critically endangered. For many local communities, fish is a primary source of protein, with some 70-80% of the population's protein intake coming from fish. Cambodia's fisheries contribute significantly to the national economy, making up between 8-18% of the GDP.

However, the region's fish diversity and fisheries are increasingly threatened by a range of anthropogenic and environmental pressures, including overfishing, hydrological changes from dam construction, habitat degradation, and climate change. Migratory fish species, in particular, are vulnerable due to their reliance on uninterrupted connectivity between habitats. To address these challenges, it is essential to develop a comprehensive understanding of fish distribution, migration, and key life events like spawning and feeding. Mapping the network of fisheries conservation areas and integrating ecological and hydrological data will be crucial for effective management. Despite substantial scientific knowledge, much of the research remains fragmented and lacks comprehensive data on species' vulnerability. This project aims to fill these gaps by analysing historical fish and water monitoring data to identify critical periods of high fishing mortality and inform targeted conservation strategies in the Lower Mekong River system.

The overall objective of this research is to assess and understand the spatial and temporal relationship between high fishing mortality and hydrological patterns in the lower Mekong River system, and to develop actionable recommendations in the form of policy brief that can guide fisheries management conservation efforts, and policy design aimed at protecting migratory fish species. The specific objectives are included:

- To identify and map the hydrological patterns in the rivers of the lower Mekong system, with a focus on how seasonal variations impact water flow, river morphology, and related ecological processes.
- To analyse how the hydrological patterns of the lower Mekong River system influence fish migration behaviours, and explore the interactions between water flow dynamics and fish movement across time and space.
- To investigate the timing and regulation of fishing seasons in relation to fish migration cycles, and assess how these seasons align with fisheries law enforcement, management practices, and conservation efforts.
- To map key conservation areas such as state-run fish sanctuaries, community-managed fisheries zones, Ramsar wetlands, and IUCN key biodiversity areas, and evaluate when and how protection measures are enforced to safeguard migratory fish species.
- To analyse the timing and patterns of peak fish migration in relation to hydrological cycles in the lower Mekong River system, determining how these cycles impact fish populations and influence fishing mortality rates.

Scope of Work

The consultant will be responsible for the following tasks:

1. Conduct literature review on fish critical habitats, fish migration, fishing mortality and hydrology in space and time the Cambodian Mekong River system



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2. Identify and conceptually map major critical fish habitats in relation to other factors including fish migration, fishing mortality and hydrology in space and time in the Mekong River system in Cambodia.
3. Produce a policy brief with suggestions to guide sustainable inland fisheries management and conservation.
4. With IUCN team, provide capacity building to NGO partners on basic fish catch monitoring protocols – including methods, tools, data analysis and reporting
5. Present the finding of the work at TWG-F and other networks.

Deliverables and Timeline

- Deliverable 1: a draft policy brief submitted on 15 May 2026
- Deliverable 2: a 3-day capacity-building session on fish catch monitoring protocols delivered (Week 3, May 2026)
- Deliverable 3: Present the key findings to the TWG on Fisheries and NGOs and Community Fisheries Networks (to be identified)
- Deliverable 4: Final policy brief by 31 Jul 2026

Qualifications and Experience

Applicants must meet the following criteria:

- Master’s or PhD in Fisheries Science, Aquatic Ecology, or related fields.
- Minimum 10 years of hands-on experience in fisheries research, hydrology, or aquatic ecosystem studies in the Mekong.
- Expertise in fish sampling techniques, ecological surveys, and hydrological modeling.
- Proficiency in GIS and spatial analysis tools to map fish assemblage dynamics.
- Strong statistical and data analysis skills for analyzing temporal and spatial data.
- Experience in fisheries management, policy development, and conservation practices.
- Excellent communication skills for writing reports and engaging with stakeholders or policymakers.

Duty Station

Home-based or IUCN Cambodia Country Office, with required travel to project field sites.

Application Process

Eligibility Requirements:

Applicants must:

- Be free of any conflict of interest.
- Be a citizen of Cambodia.
- 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.



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- CV highlighting relevant experience and qualifications
- At least two sample of related previous research reports
- Signed Declaration Form [Attach if applicable].

Submission Details:

- Submission Deadline: **5 February 2026**
- Email Address: doeur.born@iucn.org
- Email Subject Line: Fisheries Policy Research 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.