



ที่ นร ๑๔๐๓ (TNMCS)/๖๗๘๗๓

สำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย ก(๗)

สำนักงานทรัพยากรน้ำแห่งชาติ

๘๘/๑๖๘-๑๗๐ ถนนวิภาวดีรังสิต

เขตหลักสี่ กรุงเทพฯ ๑๐๒๑๐

๒๓ ธันวาคม ๒๕๖๕

กองการต่างประเทศ สป.พม
เลขรับ ๒๐๕๙
วันที่ ๒๙ ธ.ค. ๒๕๖๕
เวลา

เรื่อง ประกาศรับสมัครบุคลากรเพื่อเข้าร่วมโครงการฝึกอบรมเพื่อเสริมสร้างศักยภาพบุคลากรของประเทศสมาชิกกลุ่มน้ำโขง ประจำปี พ.ศ. ๒๕๖๖

เรียน ปลัดกระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์

อ้างถึง หนังสือสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย ที่ นร ๑๔๐๓ (TNMCS)/๖ ๗๗๓๑ ลงวันที่ ๑๖ ธันวาคม ๒๕๖๕

ตามที่อ้างถึง สำนักงานเลขาธิการคณะกรรมการแม่น้ำโขง (Mekong River Commission Secretariat: MRCS) ประกาศรับสมัครบุคลากรเข้าร่วมโครงการฝึกอบรมเพื่อเสริมสร้างศักยภาพบุคลากรของประเทศสมาชิกกลุ่มน้ำโขง ประจำปี พ.ศ. ๒๕๖๖ จำนวน ๓ ตำแหน่ง ได้แก่ ๑. Junior Riparian Professional (JRP) ๒. Associate Modeller (AM) และ ๓. Associate Flood and Drought Forecaster (AFDF) โดยขอให้ส่งใบสมัครพร้อมประวัติส่วนบุคคลและรูปถ่าย มายังสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย หรือทางไปรษณีย์อิเล็กทรอนิกส์ interonwr@gmail.com ภายในวันอังคารที่ ๒๐ ธันวาคม ๒๕๖๕ นั้น

ในการนี้ สำนักงานทรัพยากรน้ำแห่งชาติ (สทนช.) ในฐานะสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย และหน่วยงานกลางในการประสานงานภายใต้กรอบความร่วมมือแม่น้ำโขง ขอแจ้งขยายเวลาการรับสมัครเข้าร่วมโครงการฯ เป็นวันศุกร์ที่ ๒๗ มกราคม ๒๕๖๖ โดยสามารถดูรายละเอียดเพิ่มเติมและดาวน์โหลดแบบฟอร์มใบสมัครได้จาก www.onwr.go.th หรือ www.tnmc-is.org ประกาศรับสมัครงาน ทั้งนี้ ขอความอนุเคราะห์หน่วยงานโปรดประชาสัมพันธ์เชิญชวนผู้ที่สนใจ และมีคุณสมบัติตรงตามกำหนดส่งใบสมัครพร้อมประวัติส่วนบุคคลและรูปถ่าย มายังสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย หรือทางไปรษณีย์อิเล็กทรอนิกส์ interonwr@gmail.com ภายในวันศุกร์ที่ ๒๗ มกราคม ๒๕๖๖

จึงเรียนมาเพื่อโปรดพิจารณา

ขอแสดงความนับถือ

(นายสุรสีห์ กิตติมณฑล)

เลขาธิการสำนักงานทรัพยากรน้ำแห่งชาติ

เลขาธิการสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย

กองการต่างประเทศ

โทร. ๐ ๒๕๕๔ ๑๘๐๐ ต่อ ๑๓๙๒

โทรสาร ๐ ๒๕๒๑ ๙๑๔๗



ที่ นร ๑๔๐๓ (TNMCS)/ ว. ๗๓๓๑

สำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย
สำนักงานทรัพยากรน้ำแห่งชาติ

๘๙/๑๖๘-๑๗๐ ถนนวิภาวดีรังสิต

เขตหลักสี่ กรุงเทพฯ ๑๐๒๑๐

๑๖ ธันวาคม ๒๕๖๕

เรื่อง ประกาศรับสมัครบุคลากรเพื่อเข้าร่วมโครงการฝึกอบรมเพื่อเสริมสร้างศักยภาพบุคลากรของประเทศ
สมาชิกกลุ่มน้ำโขง ประจำปี พ.ศ. ๒๕๖๖

เรียน ปลัดกระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์

สิ่งที่ส่งมาด้วย ข้อกำหนดโครงการ (Term of Reference: TOR) จำนวน ๓ ชุด

สำนักงานเลขาธิการคณะกรรมการแม่น้ำโขง (Mekong River Commission Secretariat: MRCS) ประกาศการรับสมัครบุคลากรเข้าร่วมโครงการฝึกอบรมเพื่อเสริมสร้างศักยภาพบุคลากรของประเทศ สมาชิกกลุ่มน้ำโขง ประจำปี พ.ศ. ๒๕๖๖ จำนวน ๓ ตำแหน่ง ได้แก่ ๑. Junior Riparian Professional (JRP) ๒. Associate Modeller (AM) และ ๓. Associate Flood and Drought Forecaster (AFDF) ซึ่งเป็นโครงการฝึกอบรมรูปแบบการฝึกปฏิบัติงานจริง (on-the-job training) ตั้งแต่เดือนมกราคม ถึง เดือนธันวาคม ๒๕๖๖ รวมระยะเวลา ๑๒ เดือน โดยมีวัตถุประสงค์เพื่อเสริมสร้างศักยภาพบุคลากรของประเทศสมาชิกกลุ่มน้ำโขง ที่ปฏิบัติงานในตำแหน่งดังกล่าว ซึ่งจะมีการคัดเลือกและสัมภาษณ์ผู้สมัครที่มีคุณสมบัติตรงตามข้อกำหนดโครงการ (TOR) ตำแหน่งละ ๑ ราย และเสนอให้ MRCS พิจารณา โดย MRCS จะเป็นผู้สนับสนุนค่าใช้จ่ายที่เกี่ยวข้อง ได้แก่ ค่าตอบแทนรายเดือน ค่าที่พัก ค่าประกันสุขภาพและอุบัติเหตุ และค่าฝึกอบรมต่างๆ ของคณะกรรมการแม่น้ำโขง ทั้งนี้ ผู้ที่สนใจเข้าร่วมโครงการฯ ดังกล่าว สามารถดูรายละเอียดเพิ่มเติมและดาวน์โหลดแบบฟอร์มใบสมัครได้จาก www.onwr.go.th หรือ www.tnmc-is.org/ประกาศรับสมัครงาน

ในการนี้ สำนักงานทรัพยากรน้ำแห่งชาติ (สทนช.) ในฐานะสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย และหน่วยงานกลางในการประสานงานภายใต้กรอบความร่วมมือแม่น้ำโขง จึงขอความอนุเคราะห์ หน่วยงาน โปรดประชาสัมพันธ์เชิญชวนผู้ที่สนใจ และมีคุณสมบัติตรงตามกำหนด โดยขอให้ส่งใบสมัคร พร้อมประวัติส่วนบุคคลและรูปถ่าย มายังสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย หรือทางไปรษณีย์ อีเล็กทรอนิกส์ interonwr@gmail.com ภายในวันอังคารที่ ๒๐ ธันวาคม ๒๕๖๕

จึงเรียนมาเพื่อโปรดพิจารณา

ขอแสดงความนับถือ

(นายสุรสิทธิ์ กิตติมณฑล)

เลขาธิการสำนักงานทรัพยากรน้ำแห่งชาติ

เลขาธิการสำนักเลขาธิการคณะกรรมการแม่น้ำโขงแห่งชาติไทย

กองการต่างประเทศ

โทร. ๐ ๒๕๕๕ ๑๘๐๐ ต่อ ๑๓๙๒

โทรสาร ๐ ๒๕๒๑ ๙๑๔๗



Mekong River Commission

For Sustainable Development

TERMS OF REFERENCE

1. CONSULTANCY SUMMARY

Title	Associate Modeller on the upgrading, extension and modernization of the MRC Decision Support Framework (DSF) (one from each MRC Member Country)
Consultancy/Staff Type	Special Agreement (SA)
Division	Technical Support Division (TD), Vientiane
Duration	1 year, from 1 January to 31 December 2023 with possibility for extension
Duty Station	MRCS Office in Vientiane
Reporting to	The incumbent will be working under the overall supervision of the Director of the Technical Support Division (TD) and Chief Hydrologist and under the direct supervision of the Modellers

2. INTRODUCTION AND BACKGROUND

The Mekong River Commission (MRC) was established by the 1995 Agreement on Cooperation 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, utilisation, management and conservation of the water and related resources of the Mekong River Basin.

The MRC Secretariat (MRCS) 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. Modelling Team (MT) under the MRCS Technical Support Division (TD) is responsible for conducting modelling activities and providing technical assistance to other division in modelling, assessment and analysis. It also provides other information and support for sustainable development, when required. To do so, the Decision Support Framework (DSF) system was developed aiming for MRC to have a transparent modelling system that could be used by each and any of the member countries (MCs) to study and check proposals and strategies for water resources developments.

MRCS Modelling Team (MT) was established in 1998 within the Technical Support Division to provide modelling service to other MRCS units. Since the start of implementation of the World-Bank-funded project of Water Utilization Programme in 2000, the MT have been involved intensively in the development and application of the Basin Modelling and Knowledge Base, also known collectively as the DSF with a set of the simulated Model such as: SWAT, IQQM and ISIS Model to support the studies within LMB related to water resources.

Under the approved Proactive Regional Planning (PRP), **the upgrading of MRC's desk-top DSF** will be an integrated part of the PRP work. The DSF will be upgraded to a contemporary web-based regional, multi-user DSF platform to support implementation of all river basin management functions, from online monitoring and real-time operational control to long-term planning. New datasets will be added

(including from satellite and other remote sensing sources) as well as models (for supporting operational flow management and sediment management) and tools for supporting visualisations, analysis and decision-making. The upgrade of the DSF will ensure compatibility with national Decision Support Systems (DSS's) in each basin country and with MRC's ongoing improvements of its knowledge base and flood and drought forecasting capabilities. Inter-operationality with national DSS's will dramatically improve data and information sharing capabilities among the countries and create the opportunity for each country to verify regional modelling and assessment results and test new proposals for water resources development and management, all of which will increase trust and confidence among the countries.

The involvement of the MCs in all processes of above mentioned activities with MT through the Associate Modeller Programme will ensure the acceptable quality of MRC products including the upgrade of the DSF and it will intensively maintain and enhance national modelling capacity and human resources at the national level.

Against this background, the MRC's Technical Support Division is seeking a competent associate modeler from each basin country to support the implementation of upgrade of DSF under PRP and relevant MT activities.

3. OBJECTIVES OF THE ASSIGNMENT

The associate modeller will get acquainted with the upgrading, extension and modernization of MRC's DSF through self-study, training courses, on-the-job training and case studies, and help the modelling team to carry out basic work.

After this assignment with the MRCS, the associate modeller will have the capability to support water resources planning and management activities with the upgraded DSF (or with a national DSS) in their country.

4. DELIVERABLES

The associate modeller will prepare a short monthly progress report outlining the nature of activities undertaken, main findings, issues arising (if any), recommendations (if any), and a workplan for the next months.

In addition the associate modeler will prepare technical notes and PPTs on their on-the-job activities and case studies in which they apply the knowledge and skills obtained in training courses and self-studies.

5. SCOPE OF WORK

The associate modeler will conduct the following activities:

- **Read, study and review relevant documents** as appropriate or requested, such as the PRP inception report, the detailed design report of the DSF upgrade, DSF upgrading reports, DSF user and training manuals, PRP planning reports, and reports on the use of other DSS's in the Mekong region;
- **Participate in classroom trainings** including training courses related to the upgrading and use of DSF components, models, databases, interfaces, tools and methods;
- **Participate in on-the job-trainings and implement case studies** to apply the knowledge and skills obtained in the classroom trainings;
- **Support ongoing activities** of the modelling team related to the upgrading of the DSF (and help ensuring practical user functionality of the upgraded models and tools), the testing of (parts) of the upgraded DSF, and the use of the upgraded DSF for proactive regional planning;
- **Provide assistance** to the ongoing improvement of MRC's Knowledge Base (databases, repositories);

- **Provide data and information**, as requested and where possible, related to the characteristics and use of national DSS's;
- **Write and make presentations** related to progress reports and technical notes on on-the-job training and case studies;
- Implement other tasks as assigned by MT and TD.

6. ITINERARY

The assignment will be implemented at the MRCS Office in Vientiane and may require sporadic trips in the region.

7. WORKING ARRANGEMENTS

The associate modeller will be working under the overall supervision of the Director of the TD and Chief Hydrologist and under the direct supervision of the Modellers.

8. PAYMENT MODALITY

The payment will be made on a monthly basis (with acceptable reporting quality).

9. INTELLECTUAL PROPERTY RIGHTS

Intellectual property rights - IPR: Information, data, database, knowledge resources in the forms of briefings, reports, proceedings, articles, essays, etc. issued by and for the MRCS will be the MRCS property.

Any utility, announcement and disclosure that are without MRCS highest levels of authority' permission is considered illegal and will be charged by relevant local and international legal procedures.

10. DECLARATION OF NON-FRAUDELENCE AND PROTECTION OF PERSONAL DATA

The associate modeler shall adhere to the MRC's relevant rules and regulations on personal data protection, business exclusion, fraud prevention and anti-corruption principles, and shall be under strict disciplinary measures should any violation occurs.

11. QUALIFICATIONS AND REQUIREMENTS

- Bachelor's Degree or higher in the field of water resources modeling, hydrology and hydrodynamic modeling, water resources planning and management, or relevant engineering field;
- Preferably at least 5 years of professional experience in water resources modelling, hydrological analysis, GIS, impact assessment, remote sensing, web applications or another relevant area;
- Excellent computer skills and passionate to grow professionally in the development, use and management of DSS's;
- Demonstrated ability to work in an international environment with good communication and teamwork skills, and with a good command of spoken and written English;
- Knowledge of the MRC, including its DSF and knowledge base.

12. SIGNATURE BLOCK

MRCS:

Full Name: Tran Minh Khoi

Title: Director of TD

Signature:  _____

Date: 28 October 2022

Associate Modeller:

Full Name: _____

Signature: _____

Date: _____



Mekong River Commission

For Sustainable Development

TERMS OF REFERENCE

1. CONSULTANCY SUMMARY

Title	Associate Flood and Drought Forecaster
Consultancy/Staff Type	Special Agreement (SA)
Division	Technical Support Division
Duration	12 months (Jan-Dec 2023)
Duty Station	Regional Flood and Drought Management Centre (RFDMC) in Phnom Penh, Cambodia
Reporting to	Technical Support Division Director and Head of RFDMC through the assigned co-supervisors (1) Weekly and monthly drought monitoring and forecasting products.
Expected Deliverables	(2) Daily, weekly update technical bulletin and report on flood and drought assessment; and (3) Support daily routine work on flood and drought activities.

2. INTRODUCTION AND BACKGROUND

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. In accordance with this Agreement, the Mission of MRC is: "To promote and coordinate sustainable management and development of water and related resources for the countries' mutual benefit and the people's well-being by implementing strategic programmes and activities and providing scientific information and policy advice."

The Technical Support Division (TD) is in charge of managing the implementation of the various projects and provide technical supports to the MRC(S) on, Hydrological and River Modelling, Database Management and Information System, Modelling and assessment, GIS and Remote Sensing application, and Flood and Drought Monitoring and Forecasting including implementation of MRC procedures. The teams/specialists focus on specific sectors and address regional issues that are significant to the management of the entire Mekong River Basin. While the teams have a regional focus, they also complement and support initiatives at the national and trans-boundary levels.

The Regional Flood and Drought Management Centre (RFDMC) is the core part of TD which performs daily, weekly, and monthly flood and drought monitoring, forecasting, and provide information for early warning services including state emergencies to four Member Countries for flood and drought management and preparedness.

The Official Development Assistance (ODA) of the Government of Japan has been committed to support the MRC-RFDMC upgrading of the Operations Room and enhancement of dissemination of Flood and Drought monitoring and forecasting, warning and alerts in line with modern and international best practices, thereby facilitating integration of flood and drought management at MRC's Flood & Drought Management Centre in Phnom Penh, Cambodia.

Also, in the Multi-year Work Plan (MWP) for 2023-24 RFDMC will continue enhancing drought forecasting and early warning tools with more drought indicator indices to be analyzed and used for the basin, building capacity and enhancing capability for National Line Agencies to be able to monitor, analyze, and forecast drought conditions for their own national and sub-national levels. The objectives and outcomes are developed based on the approved Drought Management Strategy for 2020-2025 and Project Implementation Plan which addresses the needs of MRC Member States to manage and mitigating flood and drought vulnerability at national levels, building up adaptive capacity to adapt to flood and drought impacts, and enhancing on data sharing platform between Countries and the RFDMC in the future.

To enhance national capability on flood and drought forecasting work, the project has designed a task called "on-the-job training" for Associate Flood and Drought Forecaster (AFDF) to build capacity for junior riparian professionals. The AFDFs are to be recruited from MRC Member Countries starting from 2021 through 2025 align with MWP.

3. OBJECTIVES OF THE TASK

The Associate Flood and Drought Forecaster(s) is recruited to take part in the on-the-job training with flood and drought for a period of 12 months starting from January to December 2023. He/she will be assisted and support with daily operation of both flood and drought monitoring, forecasting, and information services works. To gain further experiences on how to apply Flood and drought assessment with modelling and analysis tools activities, at both regional and national projects/activities.

4. EXPECTED RESULTS

- Update technical bulletin both of floods and drought.
- Daily/Weekly river flood monitoring and forecasting for 2023 using FEWS-URBS-ISIS-Regression;
- Operation the MRC-FFGS and practice on daily on Flash Flood Guidance (FFG) for 2023 (analysis MRC-FFGS' products to make and to submit the FFG bulletin, make FFG Map by ArcGIS); and
- Weekly and monthly drought assessment and forecast for 2023 using the Standardized Precipitation Index (SPI), the Standardized Runoff Index (SRI), the Soil moisture Anomaly (SMA)/the Soil Moisture Deficit Index (SMDI), and the Combined Drought Index (CDI).
- Support Implementation of National pilot project.
- Learn about the medium and long term of flood and drought forecasting bases on new developed tool.

5. DELIVERABLES AND CONCRETE TIMELINES

Deliverables and Expected Quality	Number of Days	Deadline
Daily/Weekly river flood monitoring and forecasting for 2023 using FEWS-URBS-ISIS-Regression	60	Routine work: from Jun-Oct 2023
Daily Flash Flood Guidance (FFG) for 2023. Seasonal Flash Flood Situation Report 2022 Analysis of the MRC - Flash Flood Guidance System (MRC-FFGS) Covering period from 1st June – 31st December 2022	80 days	Routine work: Daily during Apr-May and August-September 2023

Weekly and monthly drought assessment and forecast for 2023: • SPI • SRI • SMA/SMDI • CDI	67	Routine work: weekly monthly from Mar-May, Sept-Dec 2023
Technical bulletin and report on flood and drought assessment/Learn about the new developed tool for flood and drought forecasting system.	20	31 Dec 2023
Total Number of Days	227	

6. REQUIRED TASKS AND RESPONSIBILITIES

Under overall supervision of the TD and Regional Flood and Drought Management Center (RFDMC) of the MRCS and direct supervision of the Flood and Drought Experts/Specialists, the Associate Flood and Drought Forecaster will carry out the following tasks:

Main tasks:

- Prepare daily rainfall data from HYMET and satellite for river flood processing;
- Process weekly and monthly river flood monitoring and forecasting as per advices by co-supervisor;
- Prepare forecast data inputs including real-time precipitation and radar for flash flood processing;
- Process weekly flash flood forecasting as per advices by co-supervisor;
- Assist/prepare drought indicator indices including SPI, SRI, SMA/SMDI, and CDI;
- Prepare daily precipitation and soil moisture data as inputs for the models as per advices by co-supervisor;
- Perform weekly and monthly drought index calculations for monitoring and forecasting; and
- Assist and prepare technical bulletin and report on flood and drought assessment.
- Support for implementation of National pilot project for flood and drought activities at national level.
- Other tasks as assigned by RFDMC and TD.

7. PAYMENT MODALITY

The payment will be upon the submission of the timesheet and requests for monthly payment with acceptable reporting quality.

Note: Remuneration rate is defined by the MRCS policy and the level of services. MRC is a tax-exempted agency for the work done for the MRC. Consultant, in case mission is required, will be covered with a return ticket to and from the assigned duty stations with a daily related subsistence allowance of 75% of the UN for the mission days.

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9. WORKING ARRANGEMENT

Reporting Line:	• Technical Support Division Director • Head of the Regional Flood and Drought Management Centre (RFDMC) is direct supervisor for technical and management issues
Communication Line: Workstation:	• The AFDFs will communicate with and report directly to his/her co-supervisors/Head RFDMC for verification of the products and compliance with TOR. • Close guidance will be given by the TD Director, Head RFDMC and Co-supervisors.

10. QUALIFICATIONS AND REQUIREMENTS *(select as appropriate)*

- Bachelor's Degree or higher degree(s) in water resources engineering, hydrology, meteorology, environmental science, or relevant discipline.
- Preferably at least three (3) year of experience of working in river basin and water resources planning and management, hydrology, or related field.
- Extensive experience in water resources management, flood or drought assessment and forecasting is an advantage.
- Knowledge and experience with river monitoring, modelling, GIS and remote sensing is an asset.
- Experience and skill on using dashboard, infographic, excel spreadsheet and statistical analysis.
- Experience on develop web portal, information system and services.
- Previous experience in the Mekong River Basin, preferably working with or for the Mekong River Commission.
- Excellent computer skills are preferable; Good command of spoken and written English and good presentation and reporting skills; and
- Demonstrated ability to work in an international environment, communication skills and teamwork.

11. SIGNATURE BLOCK



MRCS:

Name and Title: Tran Minh Khoi
Director of TD

Incumbent's Signature: _____

Date: 28 October 2022

Date: _____



Mekong River Commission For Sustainable Development

TERMS OF REFERENCE

I. Learning/Training Agreement:

Title:	Junior Riparian Professional (JRP)
Consultancy/staff type:	MRC Secretariat Staff under Special Agreement
Division:	MRC Secretariat's related Division
Duration:	From 1 st January 2023 – 31 st December 2023
Duty Station:	MRC Secretariat Office, Vientiane, Lao DPR or the Regional Flood and Drought Management Centre under the Technical Division which is in Phnom Penh, Cambodia.
Reporting:	MRC Secretariat's Assigned Advisor
Expected Deliverables:	Written Learning Report (<i>Form JRP-02</i>), together with the PowerPoint presentation and contributions to specific MRC's products (policy paper, technical report, chapters, etc.) submitted to the MRC Secretariat prior to departure to home country at the end of the on-the-job training period.

II. Introduction and Background

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. In accordance with this Agreement, the **Mission** of MRC is: "To promote and coordinate sustainable management and development of water and related resources for the countries' mutual benefit and the people's well-being by implementing strategic programmes and activities and providing scientific information and policy advice."

Utilizing the current resources of the MRC Secretariat to strengthen capacity for young professionals from the Lower Mekong Basin in areas related to IWRM is one of the key strategic approaches of the MRC to build future work force or leadership, at the same time, to build further understanding emerging IWRM issues such as sustainable hydropower, climate change resilience and adaptation, sustainable basin planning and management, etc. This is also a strategic approach to transfer knowledge and skills in IWRM to the MCs. Hundreds of JRPs had been trained by the MRCS, with some of them then work for MRC Secretariat, at the NMCs, or returned to their organizations, either being promoted, or obtaining further tasks related to their work, or higher education to further enrich their careers in IWRM or related disciplines. The majority of whom are still serving their governments and regional organizations in the areas of Mekong development and cooperation. The MRC continue to invest in this important and valuable human resource development program.

The JRP nominated by the National Mekong Committees and are selected by the MRCS for on the job capacity development while contributing to the work of the MRC, which is hand-on,

practical and on-the-job with specific assignment. The on-the-job training period is a maximum of 6 to 12-months period.

On-the-job training can range from IWRM disciplines, Climate Change, Stakeholder engagement, modelling, data analysis and management, Sustainable basin planning, Strategic Planning, Project cycle management, policy analysis, financial management, human resource management and development, gender equality in IWRM, together with other soft skills such as leadership and management, negotiation, moderation.

The JRPs will receive a certification from the MRC for the period of their capacity development and contribution to MRC.

The JRPs will have a Special Agreement to work at the MRC Secretariat, following terms and conditions of this contract type.

III. Objectives of the JRP Program

- To continue building capacity of young professionals working in related government agencies and members of river basin organizations in MRC member countries in the field of integrated water resource management, organizational development of river basin organizations, climate change adaptation, sustainable hydropower development, water policy analysis, etc.
- To maximizing the use of knowledge and skills resources available at the Secretariat and to transfer them to the MCs through training young riparian professionals.
- To expanding the understanding and promotion of the work of the Secretariat to a wider system beyond the MRC.

IV. Deliverables and Concrete Timelines:

Deliverables and Expected Quality	To be Delivered by
Concrete capacity development and contribution plan with specific and realistic objective/s, deliverables, which are attainable and measurable in the period. The plan needs approval from the responsible director or chief. Specific inputs / contributions / deliverables directly related to MRC activities	First 5 days of the first week
Learning results/product available with a presentation of learning and achievements.	Month 5 th or month 11 th depending on the on-the-job training period.
Final written learning product available (technical report, policy paper, briefing notes, etc.)	Second week of month 6 th or 12 th depending on the on-the-job training period.
Exit clearance procedures (Handover of products, Learning Report (<i>Form JRP-02</i>), assigned assets, etc.)	2 days prior to departure.