

Sahmakum Teang Tnaut Organisation (STT)
Local Community Consultant with Sahmakum Teang Tnaut
Terms of Reference (TOR)

About STT:

Sahmakum Teang Tnaut Organisation (STT) is a Cambodian land and housing rights NGO supporting urban poor and vulnerable communities to access to land tenure security, adequate housing, climate justice and social protection. Located in Phnom Penh, STT was founded in 2005 and officially registered in 2006 as a local NGO. “Teang Tnaut” means “Palm Leaves” and palm leaves are used by poor communities, to build roofs, and walls for their houses. This simplistic name was chosen to forever remind STT that its work serves the poorest members of society.

STT started as a small NGO that focused on technical upgrades in poor communities but over the past decade, many communities have been affected by development, land transfers, and evictions. As a result, STT has since grown to produce community maps, research and advocacy in order to achieve its goal of helping poor communities realize their rights to land and housing. STT’s efforts in Phnom Penh alone have reached 270,000 people.

To continue serving the communities in our targeted areas, STT is currently seeking three local community consultants: one based in Kampot, one in Koh Kong, and one in Monduliri. Candidates should have experience in community facilitation, and she/he will work closely with local communities to support the works and interventions of STT.

1. Objectives of the Consultancy

The objective of this consultancy is to strengthen community engagement and support STT’s efforts in promoting land and housing rights.

2. Main roles and responsibilities

- Conduct regular meetings with target community members
- Collect and manage community data
- Assist project staff with community mapping and profiling
- Support the organization of community meetings and training sessions
- Monitor and report on community situations, and report to project staff
- Organize and lead community engagement activities
- Perform other tasks as assigned by supervisors
- Do other necessary tasks assigned by supervisors

3. Reporting Requirements

- Prepare and submit a work plan to project staff
- Submit monthly reports
- Submit reports on the progress of community mobilization

4. Support Team from STT

The consultant will work closely with STT staff to facilitate this consultancy. Training sessions, including data collection and other technical skills, will be provided as part of the assignment.

5. Duration and Place of Work

This consultancy will begin as soon as possible and will have a contract duration of four months. The contract may be extended based on the consultant's performance and the availability of funds. Each local community consultant is expected to provide services to communities located in three provinces: one based in Kampot, one based in Koh Kong, and one based in Mondul Kiri.

6. Logistics

All logistical arrangements from the consultant's residence to the communities are the responsibility of the consultant. However, if the consultant is required to participate in other events outside the target area, STT will cover all related expenses.

7. Consultancy Fee

This consultancy will commence as soon as possible, and the duration of the contract will be four months from the start date. Specific duration will be stated in the service agreement once the consultancy is offered.

8. Required qualifications of the Consultant

- Ability to mobilize and organize communities effectively
- Strong written and verbal communication skills in Khmer
- Must be able to work or reside in Kampot, Koh Kong, or Mondul Kiri provinces
- Willing to learn, committed to community work, and adaptable to diverse circumstances
- Ability to work with resilience in challenging situations, especially with indigenous communities and ethnic groups
- Diploma degree or higher in relevant subjects
- Minimum of two years' experience working with local communities
- Friendly, honest, and hardworking

9. How to Apply

Interested candidates should send their CVs and relevant documents via email in pdf format to STT at the following address: recruitment@teangtnaut.org or by sealed envelope at #21, St 472, Toul Tompong 1, Chamkar Mon, Phnom Penh.

Note: Only shortlisted applicants will be contacted for discussions and interviews. Women and people living with disabilities are encouraged to apply.

Closing date: December 7, 2025 before 5pm