

**Terms of Reference (TOR)
For the
Internship Opportunity with Sahmakum Teang Tnaut Organization**

About STT:

Sahmakum Teang Tnaut Organization (STT) is located in Phnom Penh. STT was founded in 2005 and officially registered in 2006 as a local NGO supporting urban poor communities. “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 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. Furthermore, STT also helps urban communities gain awareness of the ID Poor Program. STT’s efforts in Phnom Penh alone have reached 270,000 people. STT and its partners have helped communities express their concerns to national and international media, donors as well as national and international NGOs.

STT is seeking **02 project intern**, working full time in Phnom Penh, to assist project implementation.

Main responsibilities

- Collaborate with the team in designing and completing monitoring and evaluation activities.
- Conduct surveys and interviews in assigned target communities.
- Assist with preparing training materials, meetings, and site visit documentation.
- Assist project staff with community mapping, community profiles, and legal advice sheets.
- Help organize youth groups and work closely with youth.
- Undertake additional tasks as assigned by the project manager.

Qualification and requirements

- Undergraduate student or recent graduate with bachelor’s degree in social sciences, environmental science, or relevant field.
- Proficiency in Microsoft Office Suite and familiarity with statistical analysis software preferred
- Good written and verbal communication skills in Khmer and English
- Willing to learn and commit to working full-time and can travel to target communities (as required)
- Honesty, and hard work.

What support will STT provide?

- Participation in training opportunities
- Providing the space for young professionals to develop their strong understanding of land and housing rights and rights to the city.
- Monthly allowance: USD 150.00
- Duration: 04 months

Interested candidates should send their application and cover letter to STT’s Administration and Human Resources through email: recruitment@teangtnaut.org

Note: Only shortlisted applicant (s) will be contacted for discussions and interviews.

Closing date: Aug 16, 2026