

Terms of Reference (ToR)

Consultant to Develop an Analytical Article on the Environmental and Social Impacts on Local Communities

1. Introduction and Background

Founded in 2005 and officially registered with the Ministry of Interior in 2006, Sahmakum Teang Tnaut Organisation (STT) is a Cambodian land and housing rights NGO supporting urban poor and vulnerable communities to access land tenure security, adequate housing, climate justice, and social protection. “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.

To continue serving the communities in our targeted areas, STT is currently seeking to hire an external consultant/journalist to support the production of an analytical news article in 2026. The consultant is expected to work closely with STT’s staff and the enumerator team. The consultant will be engaged with the research team from the beginning through to the finalization of the report.

2. Objective

The purpose of this consultancy is to produce an analytical article on the environmental and social impacts on local communities. The article will particularly explore issues related to land rights, natural resources, livelihoods, cultural identity, and environmental protection.

3. Methods and Activities

The consultant may work from STT’s office or remotely, as appropriate, throughout the consultancy period, which is expected to last **three months**. The consultant may also conduct field visits or independent fieldwork, as appropriate, to gain a better understanding of the context, challenges, and situation in the target area and to collect relevant information for the development of the article.

The consultant will be expected to apply appropriate research and journalistic methods, including document review, interviews, field observations, and data collection, to support the development of the article.

4. Expected Outcome and Deliverable

- Submit a detailed proposal to STT before commencing the assignment, including the proposed methodology, article outline, work plan, timeline, and budget.
- Work closely with STT staff to refine the article’s topic, scope, key questions, and objectives.
- Conduct the necessary research, interviews, fieldwork, and data collection to support the development of the article.
- Produce one final analytical article of approximately 5 pages maximum, in both Khmer and English.
- Ensure that the article is accurate, balanced, well-structured, and supported by credible and relevant information.
- Incorporate feedback from STT during the drafting and finalization process.
- Support STT project staff in presenting or sharing the key findings and messages from the article.

5. Support Team from STT

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The consultant will work closely with the Community Empowerment & Networking Project Manager and the Advocacy and Outreach Program Manager, who will provide coordination, technical support, and guidance throughout the consultancy. The Human Resources and Administration Manager will provide support related to administrative procedures and required documentation.

6. Duration and Place of Work

The consultancy will commence as soon as possible and will have a duration of three months from mid-September to mid-December 2026, starting from the agreed commencement date. The specific start and end dates will be stipulated in the Service Agreement. The consultant may work remotely and will be required to travel to the target community for fieldwork when necessary.

7. Consultancy Fee

The consultancy fee is competitive for the duration of the assignment. This amount is inclusive of all costs and subject to tax.

8. Required qualifications of the Consultant

STT is looking for a consultant with the following qualifications:

- Master's degree or bachelor's degree in a relevant field
- Extensive knowledge and solid professional experience in research and journalists producing an analytical article about the social and environmental impacts of development and issues related to social justice.
- Good understanding of Cambodia's relevant investment, land, environmental, and natural resource laws and policies, as well as relevant international human rights standards.
- Proficient knowledge of guiding the conceptualization of creating maps, corporate maps, and graphics to illustrate findings
- At least three to five years of experience in providing organizational consultancy services on the topics mentioned by STT above:
 - Good communication and interpersonal skills, with the ability to work effectively and respectfully with grassroots and Indigenous communities
 - Ability to adhere to deadlines and flexibility
 - Khmer speaker is an advantage
 - Background or experience in assessing both the positive and negative impacts of development projects on residents' living conditions, particularly within poor and vulnerable communities.

9. How to Apply

Interested candidates are invited to submit the following documents:

- Technical Proposal outlining the proposed approach, methodology, and work plan.
- Curriculum Vitae (CV) highlights relevant qualifications and experience.
- Financial Proposal indicating the proposed consultancy fee.

Applications should be sent to STT's Administration and Human Resources through email recruitment@teangtnaut.org. Only shortlisted applicant (s) will be contacted for discussions and interviews.

Closing date: 31 August 2026, 5 PM.