



Sahmakum Teang Tnaut Organization (STT)

Terms of Reference (TOR)

Consultant to Conduct Research on “The Re-classification of Public State Land”

1. Introduction and Background

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 looking to hire an external consultant to conduct research, which will update a study on public state land being handed over to the private sector.

2. Objective

The purpose of this consultancy is to conduct an in-depth research and to examine on how the private sector receives the public state land across Cambodia. The data of research findings will be used as an online database for public users to access and download.

3. Key Research questions:

- How many plots of land have been granted?
- What were the process of transferring the state-owned land to other actors?
- Which actors get the most?

4. Methods and Activities

The consultant will work at STT’s offices and/or remotely as appropriate throughout the consultancy, which is expected to last eight months. When working from STT’s premises, STT will offer office space and facilities, including Wi-Fi connection. The consultant is required to use certain methodologies as stated below:

- Produce critical research methodology that could accurately respond to the objectives of this consultancy and generate appropriate findings that lead to feasible recommendations
- Conduct literature reviews on existing studies and legal documents or policies related to this research topic.
- Review Royal Gazette and record it on the excel spreadsheet or map file.

- Conduct field visits to collect certain information and data validation.
- Conduct focus group discussions or in-depth interviews with relevant stakeholders if necessary.

5. Expected Deliverables

- Inception Report including Methodologies, support strategy, work plan, analysis of risks related to the evaluation methodology and mitigation measures
- First draft report findings
- Slide presentation and presentation of primary findings to STT's staff and relevant stakeholders for the first draft findings.
- A small database (excel spreadsheet) of land division/reclassification with links/references to official documents and responses to the main research questions.
- Final report
- Slide presentation and presentation of the final report to STT's staff and relevant stakeholders
- Data map of the public state land in shapefile or other similar file of land division base that can be used to create a map.
- Collection of Royal Gazette related to land division and store them in the accessible drive
- Infographics presenting findings.

6. Support Team from STT

The consultant will work closely with the Program Manager, Community Action Research Project Manager (CARPM), Administration and Human Resource Manager (AHRM), and relevant project managers and staff to facilitate this consultancy.

7. Duration and Place of Work

This consultancy will commence as soon as possible and the duration of the contract will be 8 months from the start date. Specific duration will be stated in the service agreement once the consultancy is offered.

8. Logistics

All logistical arrangements are the responsibility of the consultant and should be included in the financial offer.

9. Consultancy Fee

The consultant will be compensated at a competitive rate.

10. Required qualifications of the Consultant

STT is looking for a consultant with the following qualifications:

- Degree in relevant subject matter.
- Extensive knowledge and concrete professional experience of social research.
- Experience in providing organizational consultancy services on the topics mentioned by STT above.

- Ability to review and understand about the sub-decree of public land cutting and other legal and policies perspective in Cambodia.
- Knowledge on mapping
- Good communication skills
- Ability to adhere to deadlines and flexibility
- Excellent written and spoken communication skills in English and Khmer is an advantage.

11. How to Apply

Interested candidates should send their tender offers, including CVs, Technical proposal, financial proposal, and examples of relevant previous work via email in pdf format to STT at the following address: recruitment@teangtnaut.org

Note: Only shortlisted applicants will be contacted for discussions and interviews. Female and people with disabilities are encouraged to applied.

Closing date: February 12, 2024 before 5pm