



## JOB DESCRIPTION

<b>Job Title:</b>	<b>Sustainable Hydropower Specialist</b>
<b>Division/Office:</b>	<b>Planning Division</b>
<b>Salary Level:</b>	<b>M-12</b>
<b>Date of Verification (If any):</b>	<b>March 2016</b>

### 1. THE MEKONG RIVER COMMISSION AND MRC SECRETARIAT

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. The role of the MRC is to coordinate and promote cooperation in all fields of sustainable development, utilization, management and conservation of the water and related resources of the Mekong River Basin.

The MRC Secretariat 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.

#### **VISION for the Mekong River Basin:**

An economically prosperous, socially just and environmentally sound Mekong River Basin

#### **VISION for the Mekong River Commission:**

A world class, financially secure, International River Basin Organization serving the Mekong countries to achieve the basin Vision

#### **MISSION of the Mekong River Commission**

To promote and coordinate sustainable management and development of water and related resources for the countries' mutual benefit and the people's well-being

#### **MRC values**

- Integrity
- Transparency
- Mutual respect
- Professionalism
- Accountability
- Results orientation

### 2. JOB SUMMARY/JOB STATEMENT

The jobholder acts as the focal point to assess hydropower developments with potential transboundary implications, and supports Member Countries in the identification and promotion

of mutual and basin-wide benefits and in avoiding or mitigating transboundary costs through the Basin Development Strategy, sustainable hydropower development strategy, guidelines and tools. He or she works closely with the Chief River Basin Planner in sustainable hydropower planning.

### 3. MAIN TASKS AND RESPONSIBILITIES

Under the management direction of the Planning Division Director and technical advice of the Chief river basin planner, the incumbent performs the following duties:

- Provide contribution and coordinate technical inputs of other specialists, national experts, and consultants in preparing, updating and implementing the regional sustainable hydropower strategy and technical guidelines;
- Provide contribution to all studies on sustainable hydropower development;
- Provide contribution and coordinate technical inputs of other specialists, national experts and consultants in updating and implementation of the Preliminary Design Guidance for Mainstream Dams and other relevant hydropower sustainability tools and their application;
- Collaborate with the relevant specialists and officers in engaging with private sector developers, NGOs, civil society and research institutions on sustainable hydropower development;
- Provide analytical reviews and assessment on specific hydropower project proposals as required, particularly in connection with the implementation of the PNPCA;
- Contribute to the development and implementation of BDS and other basin-wide strategies and plans including from a hydropower perspective;
- Ensure that relevant knowledge and products developed by the MRC are available at the national level to assist decision-making processes;
- Contribute to other areas of work as led by other specialists / Divisions when relevant;
- Support and contribute to the work of the MRC's regional technical/expert group related to basin planning (if applicable), and other regional groups as required;
- Provide relevant technical inputs to the assessments of risks and impacts of decisions on water resources management and development in the basin;
- Perform other relevant tasks as required.

### 4. SCOPE OF AUTHORITY

- a. **Supervision requirements:** The position does not require any formal supervisory responsibilities. However, supervision of consultants and quality control may be required.
- b. **Level of autonomy:** Decision making follows defined procedures. The position does not administer a budget, yet has responsibility for ensuring the financial accountability of MRC.
- c. **Level of problem solving required:** Problem solving skill is expected and the incumbent must display sensitivity, initiative and creativity
- d. **Level and type of communications required:** Communications are wide, within and outside the organisation, and require considerable oral and written skills.

## 5. QUALIFICATION REQUIREMENTS

<b>Certificate:</b>	<ul style="list-style-type: none"> <li>University degree (Master or higher) in water engineering (especially hydropower engineering or management), energy, water management, or other fields relevant to hydropower development</li> </ul>
<b>Additional Certificates:</b>	<ul style="list-style-type: none"> <li>TOEIC certificate with 600 points and over is required. An equivalent internationally recognized certificate or a university degree from an internationally recognized academic institution whose instruction is in English may also be considered.</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>Minimum 10 years of experience in water resource management, of which at least 7 years in hydropower development;</li> <li>Preferably 5 years of experience in management of complex projects;</li> <li>Preferably 3 years of experience in bilateral, international relations.</li> </ul>

## 6. COMPETENCIES

<b>Required Core Competency</b>	<b>Level</b> Level (1-3) 1 = Required 2 = Desirable 3 = Optional
<b>Knowledge</b>	
Sustainable hydropower development	1
Private sector planning cycle involving concession agreements and power purchase agreements and their relationship with national policy frameworks and safeguard processes	1
Impact analysis	2
Conflict management	2
Regional knowledge of the Mekong River Basin	2
<b>Skills</b>	
Excellent command of spoken and written English	1
Excellent reporting writing skills	1
Project planning & management	1
Communication	1
Reasoning & negotiation skills	1
Analysis and data processing	1
Presentation	2
<b>Abilities</b>	
Strong willingness and ability to work inter-disciplinarily	1
Willingness to travel within and outside the region	2
Technical leadership and vision	2

## 7. REMUNERATION

The remuneration package, subject to change, includes:

- Remuneration:
  - Annual net base salary exempts from tax by Lao authorities, starting at US\$ 41,670 (M-12, step I) with a living cost of 5% of the base salary
  - Non-residential staff who are relocated at the duty station (Vientiane, Lao PDR or Phnom Penh, Cambodia) are granted with 7% for the post adjustment, 7% onhardship allowances annually and rental subsidy of USD500 monthly.
- Benefits:
  - The MRC's contribution to staff member's Provident Fund (pension fund) (14% of base salary per annum);
  - Coverage of Health insurance for staff and eligible dependents, and Accident insurances (on shared basis with employee) for staff;
  - Other entitlements and benefits such as dependency allowance (USD40/dependent), annual leave (30 days per year), sick leave (30 days per year), special leave with pay, maternity and paternity leaves, education grant (75% of maximum USD12,000 per eligible child for Non-residential staff and 5% of basic Salary for resident staff), annual health check (subject to budget availability), annual vaccination including Covid-19 vaccines, etc;
  - Non-resident staff who are relocated to the duty station (Vientiane or Phnom Penh) will be granted with subsidized home leave, shipment of personal effectives to and from duty station up on entrance and conclusion of service with the MRC.

All MRC Secretariat staff are subject to a six month probationary period.

The duration of the assignment of MRC Riparian Professional Staff is up to maximum 6 years according to 1995 Mekong Agreement and Procedural Rules.

THE MRCS RESERVES THE RIGHT TO APPOINT A CANDIDATE AT A LEVEL LOWER THAN THE ADVERTIZED LEVEL OF THE POST.

## 8. REMARKS

- The Job Description is subject to revisions by the MRC.

9. INCUMBENT'S SIGNATURE: \_\_\_\_\_ (date)

## หลักเกณฑ์การรับสมัคร

ตำแหน่ง Sustainable Hydropower Specialist

คุณสมบัติเบื้องต้นของผู้สมัคร

สัญชาติ	<ul style="list-style-type: none"><li>● ไทย</li></ul>
อายุ	<ul style="list-style-type: none"><li>● ไม่เกิน ๕๗ ปี ณ วันเริ่มงาน</li></ul>
คุณสมบัติ	<ul style="list-style-type: none"><li>● เป็นข้าราชการระดับชำนาญการขึ้นไป หรือ เป็นเจ้าหน้าที่องค์กรมหาชน รัฐวิสาหกิจ ภาคเอกชน องค์กรระหว่างรัฐบาล/องค์กรระหว่างประเทศ ในระดับผู้ช่วยหัวหน้างาน/โครงการ ขึ้นไป</li></ul>
คุณวุฒิ	<ul style="list-style-type: none"><li>● ปริญญาโทขึ้นไปในสาขาวิชาวิศวกรรมแหล่งน้ำ, พลังงาน, การจัดการบริหารทรัพยากรน้ำ หรือสาขาที่เกี่ยวข้องกับการพัฒนาไฟฟ้าพลังน้ำ</li></ul>
คุณวุฒิเพิ่มเติม	<ul style="list-style-type: none"><li>● สามารถใช้ภาษาอังกฤษได้ดี ทั้งการฟัง พูด อ่าน และการเขียน โดยมีผลการสอบ TOEIC ไม่น้อยกว่า ๖๐๐ หรือผลทดสอบภาษาอังกฤษอื่นที่มีมาตรฐานเทียบเท่า หรือจบการศึกษานามหาวิทยาลัยที่ใช้ภาษาอังกฤษเป็นภาษาหลัก</li></ul>
ประสบการณ์การทำงาน	<ul style="list-style-type: none"><li>● ประสบการณ์ไม่น้อยกว่า ๑๐ ปี จากการทำงานด้านการจัดการบริหารทรัพยากรน้ำ หรือ ประสบการณ์ไม่น้อยกว่า ๗ ปี เกี่ยวกับการพัฒนาไฟฟ้าพลังน้ำ</li><li>● มีความรู้ความสามารถด้านการจัดการโครงการ</li><li>● มีประสบการณ์การทำงานในองค์กรระหว่างประเทศ หรือองค์กรพัฒนาระหว่างประเทศ หรือความร่วมมือระหว่างประเทศ หากมีประสบการณ์ทำงานในกลุ่มน้ำโขง จะพิจารณาเป็นพิเศษ</li></ul>

เอกสารที่เกี่ยวข้อง

JD: Sustainable Hydropower Specialist

หมายเหตุ: หากมีข้อสงสัยกรุณาสอบถาม กองการต่างประเทศ เบอร์โทร 02-554-1800 ต่อ 1392