

**GEF/UNDP/ASEAN PROJECT ON REDUCING POLLUTION AND PRESERVING ENVIRONMENTAL FLOWS
IN THE EAST ASIAN SEAS THROUGH THE IMPLEMENTATION OF INTEGRATED RIVER BASIN
MANAGEMENT (IRBM) IN ASEAN COUNTRIES**

VA/VIETNAM-IRBM/2025-001

Title	CONSULTANCY SERVICES FOR IMPLEMENTATION OF IRBM PROJECT IN VIETNAM FOR 2025-2026
Type	National and river basin levels
Duration	September 2025 – December 2026
Closing Date	31 August 2025

***The consultancy is open for Vietnam nationals or entities only.**

BACKGROUND

On February 25, 2025, the Vietnam Environment Agency (VEA) of the Ministry of Agriculture and Environment (MAE) and PEMSEA Resource Facility (PRF) signed the Memorandum of Agreement for the implementation of the GEF/UNDP/ASEAN Project on Reducing Pollution and Preserving Environmental Flows in the East Asian Seas through the Implementation of Integrated River Basin Management (IRBM) in the ASEAN Countries in Vietnam. Following a series of consultations with VEA and the Department of Agriculture and Environment (DAE) of Da Nang City and Quang Nam Province to discuss the implementing arrangements and activities to be undertaken in 2025, the project was formally launched on April 18, 2025.

The IRBM Project will be implemented in 2025-2027 with the goal of establishing functional IRBM mechanism in Vu Gia Thu Bon (VGTB) River Basin and associated coastal areas of Da Nang City and Quang Nam Province to reduce pollution, sustain freshwater environmental flows and adapt to climate change vulnerabilities. The Project is organized into four components: 1) Baseline Assessment of Source to Sea Continuum; 2) IRBM Pilot Projects for Improved Governance and Management of River Basins/Sub-Basins and Associated Coastal Areas; 3) Knowledge Management and Capacity Development; and 4) Monitoring and Evaluation to achieve the objectives.

This Terms of Reference (TOR) is prepared for qualified service providers in Viet Nam to undertake the implementation of project activities in close coordination with VEA and the DEAs of Da Nang City and Quang Nam Province and PRF. The TOR outlines the activities, expected outputs and timeframe to facilitate the establishment of the necessary coordinating mechanism for VGTB River Basin at national and basin levels; develop the baseline State of River Basin Report for VGTB River Basin; establish the necessary monitoring, evaluation and reporting system for the project and facilitate the initiation of pilot project development in Da Nang City and Quang Nam Province.

PROJECT OBJECTIVES

- 1) Establish and operationalize the river basin coordinating mechanism to support IRBM Project implementation in Vietnam at the national and river basin levels.
- 2) Undertake baseline assessment of VGTB River Basin and associated coastal areas of Da Nang City and Quang Nam Province and prepare the State of River Basin (SORB) report based on the SORB Guidebook.
- 3) Establish the monitoring, evaluation and reporting mechanism for the project in line with GEF and UNDP requirements comprising:
 - a) Evaluation of potential social and environmental risks associated with the project, particularly on pilot project development and implementation in Da Nang City and Quang Nam Province and prepare a plan for mitigating the identified risks;
 - b) Updating of the stakeholder engagement plan, monitoring and evaluation plan and communication plan to ensure that all relevant stakeholders are engaged and are aware of the project;
 - c) Mainstreaming gender equality and social inclusion in project implementation and overall management of VGTB River Basin, and
 - d) Regular implementation progress reporting.
- 4) Initiate the IRBM pilot project development and implementation in Da Nang City and Quang Nam Province.

SCOPE OF WORK, DUTIES AND RESPONSIBILITIES AND DELIVERABLES

Scope of Work

Under the direct supervision and guidance of VEA, with technical guidance from PRF and technical support and coordination from the National Project Coordinator (NPC) and Project Assistants, the DEAs of Da Nang and Quang Nam, and in collaboration with relevant national and local agencies, academic institutions, other partners and stakeholders, the service provider will:

Sub-project 1: Establish and operationalize the coordinating mechanism for IRBM project implementation in Vietnam at the national and river basin levels

- 1) Conduct a review of policies, plans and programs of the government on river basin management and the requirements for establishing river basin mechanisms, including the status of the VGTB River Basin Coordination Board.
- 2) Conduct consultation meetings with VEA and DAEs of Da Nang City and Quang Nam Province to discuss the process and requirements in operationalizing the National Project Coordinating Unit (NPCU) at VEA and River Basin Coordinating Units at DAEs in Da Nang and Quang Nam to coordinate the implementation of project activities at the national and river basin levels, including regular reporting to the Regional Project Management Unit (RPMU) of PRF.
- 3) With guidance from VEA and the results from the review of river basin mechanisms, conduct consultation meetings on the establishment of a multi-sectoral coordinating mechanism to

oversee and guide the implementation of the IRBM project, building on the experience of the VGTB River Basin Coordination Board and discuss measures on how the IRBM Project can facilitate the re-establishment of the mechanism after the government restructuring.

- 4) Provide support to VEA and DAEs of Da Nang and Quang Nam to operationalize the NPCU, RBCU and coordinating mechanism by:
 - a) Organizing and conducting regular meetings of the coordinating mechanism to review the progress and challenges in project implementation, and identifying and recommending measures to facilitate project implementation in line with the approved work plan.
 - b) Preparing summary reports that document the decisions and recommendations from the meeting of the coordinating mechanism for further action by the relevant agencies/offices.
 - c) Communicating to RPMU the recommended actions from the meeting of the coordinating mechanism for information and additional action where needed.
 - d) Facilitating the participation of representatives from VEA and DWR, as National Focal Point of the ASEAN Working Group on Water Resources Management and DAE's, where necessary, in the 2026 Regional Steering Committee meeting and relevant regional forums and knowledge sharing workshops, including the preparation of necessary materials and reports on project updates.
 - e) Sharing to RPMU summary reports, including list of participants and photos of events (e.g., forums, workshops, etc.) and other project related consultation meetings conducted at national and basin levels.

Sub-project 2: Baseline Assessments and State of River Basin Report for Vu Gia Thu Bon River Basin

- 1) Prepare a work plan with detailed methodology for the preparation of the SORB report of VGTB.
- 2) Based on the SORB Guidebook to be provided by RPMU and the existing profiles of VGTB River Basin that were prepared as part of the Project Document and as part of the Technical Report on IRBM Governance and Management Indicators, further update the VGTB River Basin profile by gathering relevant and available secondary data covering:
 - a) Biophysical profile of Vu Gia Thu Bon River Basin and associated coastal areas**
 - i) Gather relevant and available secondary biophysical data on VGTB River Basin and associated coastal areas (e.g., land uses in the watershed and coastal delta, including significant planned development; conjunctive uses of water; changes and trends in river water flows and quality over the past 5 years (i.e., 2020-2024), other biophysical considerations and implications of forecast growth and development.
 - ii) Collate and analyze the biophysical data, information, trends and changes using the common set of indicators and metrics, and incorporate the information into the draft SORB report.
 - b) Socioeconomic and demographic profile of Vu Gia Thu Bon River Basin and associated coastal areas**
 - i) Gather relevant and available secondary socioeconomic and demographic data on VGTB River Basin and associated coastal areas, identifying documented changes and trends over the past 5 years (i.e., 2020 – 2024) and forecast growth/development in the river basin and coastal areas.

- ii) Organize and conduct interviews/surveys of communities/sectors in VGTB and associated coastal areas, including women indigenous populations, and other vulnerable groups to determine the various perspectives on social, environmental and economic conditions and priorities, as well as gaps and needs to improve the situation.
 - iii) Collate and analyze socioeconomic and demographic data, survey results and related information on trends and changes and incorporate the results into the draft SORB report.
- c) Governance and management systems in Vu Gia Thu Bon River Basin and associated coastal areas**
- i) Update the governance and management profile of VGTB River Basin by identifying changes and trends over the past 5 years (i.e., 2020-2024) and planned activities covering the following:
 - I. IRBM institutional arrangements;
 - II. National and local IRBM-related policies, strategies and action plans and the respective levels of implementation;
 - III. Legislation/regulations and enforcement processes;
 - IV. Public awareness and participation in planning, implementation, monitoring and evaluation;
 - V. Enabling capacities and capacity development; and
 - VI. Public and private sector investments and sustainable financing in support of IRBM implementation.
 - ii) Collate and analyze the governance and management information, trends and changes and incorporate the information into the draft SORB report.
- d) Rapid assessment of land-based pollutant loadings and sources conducted using total pollutant loading (TPL) models in Vu Gia Thu Bon River Basin**
- i) In consultation with VEA and other relevant national and local agencies, review past efforts in conducting TPL study in VGTB River Basin for reference.
 - ii) Determine the requirements of conducting a TPL modeling or rapid assessment of land-based pollutant loadings in consideration of available data and information and their sources in VGTB River Basin and associated coastal area.
 - iii) Organize and conduct river basin-level workshop on TPL modeling or rapid assessment of land-based pollutant loadings data and information requirements and sources, delineation of hotspot issues and locations within the VGTB River Basin and associated coastal area, and pollutant loading impact analyses, with representation from relevant national and local government agencies, universities, scientific institutions and other projects and programs with available data, experience and/or capacity in the application of TPL models.
 - iv) Coordinate the implementation of the TPL modeling/rapid appraisal by:
 - I. Gathering data and information for input to the TPL model/rapid appraisal; and
 - II. Organizing and conducting river basin-level consultations/workshops to review and validate the results of the draft TPL modeling/rapid appraisal, including pollutant loading sources and forecasts, hotspot issues and locations within the river basin, and scenarios for pollutant reduction and impacts in coastal and marine waters.
 - v) Prepare and disseminate the final TPL/rapid appraisal report on VGTB River Basin and associated coastal area, including conclusions and recommendations on pollutant sources, hotspot issues and locations within the river basin and coastal area, and scenarios for pollution reduction/mitigating impacts in receiving coastal and marine waters.
 - vi) Incorporate the results of the TPL modelling or rapid assessment of land-based pollutant loading into the draft SORB report.

e) Preparation of baseline SORB of Vu Gia Thu Bon River Basin

- i) Prepare the first draft of the Vu Gia Thu Bon River Basin SORB baseline report in accordance with the SORB Guidebook provided by the RPMU, consolidating the data and information gathered and analyzed from the above assessments covering biophysical, socioeconomic and demographic, governance and management systems, and the results of the total pollutant loading study and water-energy-food-ecosystem nexus study.
- ii) Organize and conduct stakeholder consultations involving representatives from the national and local governments, communities, universities, private sector, NGOs and women's groups, etc. to present and validate the information contained in the draft SORB baseline report, build consensus on the ratings, implications and recommendations to address gaps and opportunities for improving governance and management of VGTB River Basin.
- iii) Following the stakeholder's consultations, revise and update the draft Vu Gia River Basin SORB baseline report including conclusions and recommendations for specific actions to be included in the VGTB Framework Strategy and Action Plan to be prepared under the project.
- iv) In coordination with VEA and RPMU, publish and disseminate the Vu Gia Thu Bon River Basin SORB baseline report to the relevant national and local government agencies and stakeholder groups and issue supporting informative materials (e.g., brochures; media briefs; infographics) to facilitate improved awareness and understanding among government leaders, policymakers and the general public on the significance of the Source to Sea continuum in the local and national context, including dissemination of the SORB reports at the regional and global levels through regional knowledge platform and networks.

f) Establish a River Basin Integrated Information Management System (RB-IIMS) or equivalent GIS-based data management system for Vu Gia Thu Bon River Basin

- i) Develop the RB-IIMS for Vu Gia Thu Bon River Basin and associated coastal area or equivalent GIS-based data management system for data storage, accessibility and analysis.
- ii) Upload the biophysical, socioeconomic, demographic, governance and management data/information into the RB-IIMS or equivalent GIS-based data management system for storage, accessibility and analysis.

Sub-project 3: Monitoring, evaluation and reporting mechanism for the IRBM project

- 1) Establish the monitoring, evaluation and reporting mechanism for the project in line with GEF and UNDP requirements comprising:

a) Evaluation and monitoring of social and environmental risks

- i) With guidance from RPMU and the Regional Social and Environmental Safeguards (SES) Specialist, undertake the following tasks:
 - I. Using the template and steps be provided by RPMU, conduct a basin-level Environmental and Social Impact Assessment (ESIA) to determine the potential impacts and social and environmental risks in implementing the project, particularly the development and implementation of IRBM pilot projects in Da Nang and Quang Nam
 - II. Based on the results of the ESIA, prepare the Environmental and Social Management Plan that include measures to mitigate the identified risks and potential impacts of IRBM pilot project implementation, including monitoring, evaluation and reporting plan for the implementation of mitigating measures.

- III. Provide support to VEA and DEAs of Da Nang and Quang Nam in monitoring the implementation of the ESMP and include the results in the progress reports.

b) Stakeholder engagement and communication plan

- i) Using the Regional Stakeholder Engagement Plan (SEP) and Monitoring and Evaluation Plan to be provided by RPMU, and with guidance from the Regional Specialist, undertake the following tasks:
 - I. Review and validate the list of stakeholders in Vietnam in the Project Document and the updated list from the Regional GESI Workshop (August 2024) and Regional Stakeholder Engagement Workshop (November 2024)
 - II. Update the Stakeholder Database
 - III. Using the SEP (Table 12 and Annex A) of the Regional SEP as reference, prepare a Stakeholder Engagement Plan, as applicable to VGTB River
 - IV. Using the Communication Strategies outlined in Table 14 of the Regional SEP as reference, prepare a Communication Plan for VGTB River
 - V. Using the M & E Plan for the Regional SEP (Table 4) as reference, prepare an M & E Plan based on the outputs from III and IV above.
 - IV. Provide support to VEA and DEAs of Da Nang and Quang Nam in monitoring the implementation of the SEP and Communication Plan and include the results in the progress reports.

c) Mainstreaming gender equality and social inclusion (GESI)

- i) Using the Regional GESI Analysis Report, undertake the following tasks:
 - I. Review Table 2 of the Regional GESI Analysis Report and identify action programs for mainstreaming GESI in project activities, as applicable to Vu Gia Thu Bon River Basin.
 - II. Prepare a GESI Action Plan for VGTB River in parallel with the activities of the SEP and M & E Plan, as well as the Communication Plan preparation taking into consideration existing policies, plans and programs of the government on GESI.
 - III. Provide support to VEA and DEAs of Da Nang and Quang Nam in monitoring the implementation of the GESI Action Plan and include the results in the progress reports.

d) Regular implementation progress reporting

- i) As part of the regular progress reporting for the project, undertake the following tasks:
 - I. Prepare and submit quarterly and annual progress reports to VEA and RPMU for consolidation into the regional progress report

Sub-project 4: Initiation of IRBM Pilot Project Development and Implementation in Da Nang and Quang Nam

- 1) With guidance from the RPMU, VEA and the Regional Consultants, facilitate the conduct of consultation meetings and site visits in Da Nang and Quang Nam to identify the priority issues, hotspot locations, existing management programs, potential solutions and financing mechanisms for consideration in the development and implementation of IRBM pilot projects.

PROJECT SCHEDULE

Activities	2025				2026											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Subproject 1: Establish and operationalize the coordinating mechanisms for IRBM project implementation in Vietnam at the national and river basin levels																
Conduct a review of policies, plans and programs of the government on river basin management and the requirements for establishing river basin mechanisms, including the status of the VGTB River Basin Coordination Board.																
Conduct consultation meetings to discuss the process and requirements in operationalizing the National Project Coordinating Unit (NPCU) at VEA and River Basin Coordinating Units at DAEs in Da Nang and Quang Nam																
Conduct consultation meetings on the establishment of a multi-sectoral coordinating mechanism building on the experience of the VGTB River Basin Coordination Board and discuss measures the re-establishment of the mechanism after the government restructuring.																
Provide support to VEA and DAEs of Da Nang and Quang Nam to operationalize the NPCU, RBCU and coordinating mechanism <ul style="list-style-type: none"> - Organizing and conducting regular meetings of the coordinating mechanism - Preparing summary reports that document the decisions and recommendations from the meeting of the coordinating mechanism 																

Activities	2025				2026											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<ul style="list-style-type: none"> - Communicate to RPMU the recommended actions from the meeting of the coordinating mechanism - Facilitate the participation of representatives from VEA, DWR and DAE's, in the annual Regional Steering Committee meeting and relevant forums and knowledge sharing workshops - Share to RPMU summary reports, including list of participants and photos of events (e.g., forums, workshops, etc.) and other project related consultation meetings conducted at national and basin levels. 																
Sub-project 2: Baseline Assessments and State of River Basin Report for Vu Gia Thu Bon River Basin																
Prepare a work plan with detailed methodology for the preparation of the SORB report of VGTB																
Based on the SORB Guidebook and existing profiles of VGTB River Basin in addition to the Technical Report on IRBM Governance and Management Indicators, further update the VGTB River Basin profile by gathering relevant and available secondary data covering: <ul style="list-style-type: none"> - Biophysical profile of Vu Gia Thu Bon River Basin and associated coastal areas - Socioeconomic and demographic profile of Vu Gia Thu Bon River Basin and associated coastal areas - Governance and management systems in Vu Gia Thu Bon River Basin and associated coastal areas 																

Activities	2025				2026											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<ul style="list-style-type: none"> - Conduct rapid assessment of land-based pollutant loadings and sources conducted using total pollutant loading (TPL) models in Vu Gia Thu Bon River Basin: <ul style="list-style-type: none"> I. Gathering data and information for input to the TPL model/rapid appraisal; and II. Organizing and conducting river basin-level consultations/workshops to review and validate the results of the draft TPL modeling/rapid appraisal III. Prepare and disseminate the final TPL/rapid appraisal report on VGTB River Basin and associated coastal area, including conclusions and recommendations 																
Prepare the baseline SORB Report of Vu Gia Thu Bon River Basin: <ul style="list-style-type: none"> - Prepare the first draft of the SORB baseline report in accordance with the SORB Guidebook consolidating the data and information gathered and analyzed from the above assessments - Organize and conduct stakeholder consultations - Revise and update the draft SORB baseline report - Publish and disseminate the VGTB River SORB baseline report 																
Establish a River Basin Integrated Information Management System (RB-IIMS)																

Activities	2025				2026											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
or equivalent GIS-based data management system for Vu Gia Thu Bon River Basin <ul style="list-style-type: none"> - Develop the RB-IIMS for VGTB River or equivalent GIS-based data management system for data storage, accessibility and analysis. - Upload the biophysical, socioeconomic, demographic, governance and management data/information into the RB-IIMS or equivalent GIS-based data management system for storage, accessibility and analysis. 																
Sub-project 3: Monitoring, evaluation and reporting mechanism for the IRBM project																
Establish the monitoring, evaluation and reporting mechanism for the project in line with GEF and UNDP requirements: <ul style="list-style-type: none"> - Evaluation and monitoring of social and environmental risks <ol style="list-style-type: none"> Conduct a basin-level Environmental and Social Impact Assessment (ESIA) Prepare the Environmental and Social Management Plan, including monitoring, evaluation and reporting plan for the implementation of mitigating measures. Provide support to VEA and DEAs of Da Nang and Quang Nam in monitoring the implementation of the ESMP and include the results in the progress reports. 																

Activities	2025				2026											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Establish the monitoring, evaluation and reporting mechanism for the project in line with GEF and UNDP requirements: <ul style="list-style-type: none"> - Stakeholder engagement and communication plan <ul style="list-style-type: none"> I. Using the Regional Stakeholder Engagement Plan (SEP) and Monitoring and Evaluation Plan to be provided by RPMU, review and validate the list of stakeholders in Vietnam in the Project Document and the updated list from the Regional GESI Workshop (August 2024) and Regional Stakeholder Engagement Workshop (November 2024) II. Update the Stakeholder Database III. Using the SEP (Table 12 and Annex A) of the Regional SEP as reference, prepare a Stakeholder Engagement Plan, as applicable to VGTB River IV. Using the Communication Strategies outlined in Table 14 of the Regional SEP as reference, prepare a Communication Plan for VGTB River V. Using the M & E Plan for the Regional SEP (Table 4) as reference, prepare an M & E Plan based on the outputs from III and IV above. VI. Provide support to VEA and DEAs of Da Nang and Quang Nam in monitoring the implementation 																

Activities	2025				2026											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
of the SEP and Communication Plan and include the results in the progress reports.																
Establish the monitoring, evaluation and reporting mechanism for the project in line with GEF and UNDP requirements: <ul style="list-style-type: none"> - Mainstreaming gender equality and social inclusion (GESI) <ul style="list-style-type: none"> I. Using the Regional GESI Analysis Report, undertake, review Table 2 of the Regional GESI Analysis Report and identify action programs for mainstreaming GESI in project activities, as applicable to VGTB River Basin. II. Prepare a GESI Action Plan for VGTB River in parallel with the activities of the SEP and M & E Plan, as well as the Communication Plan preparation taking into consideration existing policies, plans and programs of the government on GESI. III. Provide support to VEA and DEAs of Da Nang and Quang Nam in monitoring the implementation of the GESI Action Plan and include the results in the progress reports. 																
Establish the monitoring, evaluation and reporting mechanism for the project in line with GEF and UNDP requirements: <ul style="list-style-type: none"> - Regular implementation progress reporting 																



Activities	2025				2026											
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
I. Prepare and submit quarterly and annual progress reports to VEA and RPMU for consolidation into the regional progress report for submission to UNDP Bangkok Regional																
Subproject 4: Initiation of IRBM pilot project development in VGTB River																
Conduct consultation meetings and site visits in Da Nang and Quang Nam to identify the priority issues, hotspot locations, existing management programs, potential solutions and financing mechanisms for consideration in the development and implementation of IRBM pilot projects.																

Expected Outputs and Deliverables

- 1. Sub-project 1: Establish and operationalize the coordinating mechanisms for IRBM project implementation in Vietnam at the national and river basin levels**
 - a) Review document on the establishment of river basin mechanisms
 - b) Decision or Regulation on establishment of VGTB River Coordination Board
 - c) Reports on the regular meetings of the VGTB River Basin coordinating mechanism
 - d) 2026 RSC meeting presentation for VGTB River Basin
 - e) Reports from key national and basin-level forums and events organized for the project.
- 2. Sub-project 2: Baseline Assessments and State of River Basin Report for Vu Gia Thu Bon River Basin**
 - a) Work plan for the preparation of the SORB report of VGTB
 - b) Report on total pollutant loading in VGBT River, including workshop reports
 - c) Draft SORB Report of VGTB River, incorporating updated information on biophysical, socioeconomic, governance and management system, Total Pollutant Loading and analysis of WEFE nexus of VGTB River.
 - d) Report(s) on Stakeholders Consultations to validate the SORB ratings, implications and recommendations
 - e) Final SORB Report
 - f) RB-IIIMS or equivalent GIS-based information system for Vu Gia Thu Bon River Basin
- 3. Sub-project 3: Monitoring, evaluation and reporting mechanism for the IRBM project**
 - a. Evaluation and monitoring of social and environmental risks
 1. VGTB River Environmental and Social Impact Assessment
 2. VGTB River Environmental and Social Management Plan, including M & E Plan
 - b. Stakeholder engagement and communication plan
 1. Updated Stakeholder Database for Vietnam
 2. Updated Stakeholder Engagement Plan, including M & E Plan and Communication Plan
 - c. Mainstreaming gender equality and social inclusion (GESI)
 1. GESI Action Plan for VGTB River incorporating existing policies, plans and programs of the government on GESI
 - d. Regular implementations progress reporting
 1. 6 quarterly and 2 annual progress reports incorporating progress in ESMP, SEP, Communication and GESI Action Plan implementation.
 2. Knowledge products/case studies documenting lessons learned from the establishment of river basin mechanism, SORB reporting, aspects of monitoring and evaluation (managing risks, mainstreaming GESI, stakeholder engagement, etc.)

4. Sub-project 4: Initiation of IRBM pilot project development in VGTB River

- a) Report on the results of consultation meetings and site visits in Da Nang and Quang Nam on IRBM pilot project development and recommendations on the next steps

WORKING ARRANGEMENTS

Institutional Arrangement

The Consultants/Consulting Firms will be reporting directly to VEA and RPMU/PRF and closely coordinating with DEAs of Da Nang City and Quang Nam Province through the National Project Coordinator (NPC) and Project Assistants to report on progress, address emerging challenges and in seeking approval and acceptance of the above-mentioned outputs.

Duration of the Work

Expected duration of work is from September 2025 to December 2026.

Duty Station

The Consultants/Consulting Firms will be home-based with regular reporting to VEA, RPMU/PRF and DAEs of Da Nang City and Quang Nam Province in coordination with the NPC and Project Assistants.

Travel Plan

Local travel costs to render services, as required in the TOR, are expected to be included in the financial proposal.

In the event that the Consultants/Consulting Firms are required to travel to participate in **regional** forums and workshops in support of project implementation in Vietnam, arrangements and associated travel costs will be covered directly by the project, with concurrence from VEA.

Qualifications of the Consultants/Consulting Firms

- Post Graduate Degree in relevant disciplines (e.g., environmental sciences, water resources management, water and sanitation, waste management, legal, economics, finance and investments and related disciplines).
- Good working knowledge of international, regional, national and local best practices on integrated river basin management (IRBM), integrated water resources management (IWRM), integrated coastal management (ICM) and other area-based management approaches that complement the Source-to Sea approach, including sound understanding of the issues related to pollution, freshwater environmental flows and climate change that may undermine sustainable development.
- At least 10 years working experience in Vietnam on ecological protection, watershed/river basin governance and management.
- Previous experience in developing State of River Basin/State of Environment or similar reports, applying, assessing and analyzing relevant governance, socioeconomic and environmental

indicators, engaging in stakeholder consultative process, and coordinating with partners from the national and local governments, international organizations, nongovernment organizations academe, etc. in Vietnam.

- Previous working experience on social and environmental safeguards with technical knowledge on various safeguards related laws, policies and processes in Vietnam; previous working experience with development projects in Vietnam requiring environmental and social impact assessments is an advantage.
- Previous working experience in developing and managing investment projects on environmental management/IRBM and knowledge of current best practices in support of science-based government initiatives on sustainable development with social and environmental impacts.
- Relevant experience in leading multidisciplinary teams and dialoguing with a diverse range of stakeholders for the preparation and/or implementation of IRBM or related projects.
- Fluency in written and spoken English is an advantage.

Financial Proposal

Bidders/applicants should detail the budget plan based on expected outputs, clearly showing logical framework or activity plan to achieve the outputs.

Submission of Tender/Application

Applicants are requested to submit:

1. Duly accomplished **Letter of Confirmation of Interest and Availability**;
2. **Detailed Curriculum Vitae**, indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the team leader and members.
3. **Brief description** of why the organization/consultant is considered as the most suitable for the assignment.
4. A description of the **methodology**, on how they will approach and complete the assignment.
5. **Financial Proposal** that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs.

Applicants are requested to submit the tender and requirements via email to recruitment@pemsea.org. Kindly indicate the vacancy reference number and title of requirement when applying (in the subject line) by email.

Additional Consideration

Bid applications received after the closing date will not be considered. Only those candidates that are shortlisted will be notified.

For more information on IRBM, please visit <https://www.pemsea.org/what-we-do/integrated-river-basin-management-project>

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