Term of Reference

Water Management Consultant – Flood Management and Irrigation

1. Description of the Project

Damnok Toek (DT) is a Cambodian non-profit working in disability inclusion, education, safe migration, and child protection. In Kep province, DT runs a farm where persons with intellectual disabilities work and develop vocational skills. The farm currently operates as a social business producing tea, vegetables, and poultry across approximately two hectares, and is scheduled to open part of its grounds to the public from January 2027, with animals, a shop, and visitor areas.

Water is the farm's main production constraint in both seasons. In the rainy season, drainage is inadequate and flooding damages crops; previous water infrastructure investments have been lost to it. In the dry season, the farm relies on a water tower and two ponds, with no irrigation system in place, and cannot produce at capacity.

2. Purpose

To have a qualified consultant who will assess the farm's current situation and recommend an effective and viable water management system. The system should cover irrigation for crops and animal raising and flood prevention.

3. Objectives

The consultant will:

i. Conduct an onsite feasibility study for a water management system that ensures effective water use for agricultural purposes at the DT's Kep Social Farm, including an assessment of the capacity and reliability of existing water sources and whether an additional source is required.
ii. Conduct an onsite feasibility study of an effective flood prevention system throughout DT's Kep Social Farm to ensure that rainwater flow is better distributed and does not cause floods which harm production.
iii. Design a water management system for crop irrigation and an effective flood prevention system throughout the farm.
iv. Produce a costed and phased implementation plan for the proposed system, including a maintenance regime that DT is able to carry out with its own staff.

4. Scope of Work

The consultant will undertake the following tasks over a maximum of **12 days:**

Field Assessments

- Conduct field study at DT's Social Farm in Kep province to collect information required for the design of a water management system for agricultural purpose and flood prevention system throughout the farm.
- Assess the capacity, reliability, usefulness, and current conditions of the existing water sources.
- Map the layout of the irrigation and flood prevention systems throughout the farm.

Technical Feasibility Analysis

- Evaluate water management methodologies (e.g., storage of enough water for use during dry season through rain water harvest, boreholes, and other appropriate technologies) for cropping and propose the suitable irrigation option(s) (e.g., drip irrigation).
- Evaluate the possible effects of flooding over the farming activities and the most effective method to divert the floodwater either out of the farm or to specific reservoirs.
- Develop preliminary designs, indicative cost estimates, and Operation and Maintenance (O&M) requirements for each feasible option.
- Provide recommendations on the most feasible option, considering source reliability/sustainability, water quality, effective flood prevention, cost estimates for development, operation and maintenance.

Implementation Planning

- Present the feasibility findings and recommended option to DT for a decision.
- Once DT has confirmed the selected option, develop a phased and costed implementation plan for it, together with an O&M regime that DT can carry out with its own staff.

5. Deliverables

a. Final workplan and data collection tools.
b. A comprehensive feasibility report (max 10 pages plus annexes), presenting analysis, findings, and detailing recommended water supply, irrigation, and flood drainage systems, justification for selection, preliminary designs, indicative cost estimates, and O&M requirements.
c. Presentation of key findings and recommendations to DT team.
d. A phased and costed implementation plan for the recommended option, sequenced so that flood prevention and irrigation systems are in place before further investment in planting and animal raising.
e. Supporting data sets, maps, pictures and any other supporting technical documentation generated during the study.

6. Duration of the Assignment

The consultancy is expected to be completed within 1.5 months from the date of contract signing and no later than the 31st of October 2026 (during rainy season).

The consultant will report to the DT's Social business management team and will work closely with the DT's team at Kep Social Farm.

7. Qualifications and Experience

The consultant should have:

- A degree in Water Resources Management, Civil Engineering, Hydrogeology, Hydrology, or a related field
- Proven minimum 5-year experience in planning, designing, water yield modelling and conducting feasibility assessments for rural water supply systems.
- Practical knowledge of gravity flow schemes, boreholes, rainwater harvesting, and farm water distribution (especially in irrigation) systems
- Strong analytical, report writing and mapping skills (GIS experience preferred).
- Khmer is a plus

8. Ethics and Safeguarding

DT works with vulnerable persons, including adults with intellectual disabilities who work on the farm. The consultant will be required to sign and comply with DT's Vulnerable People Protection Policy before any site visit, and to ensure the same for any team members or subcontractors. Although direct contact with beneficiaries such as interviews will not take place, proposals must still include a short section, setting out how the consultant will manage casual potential contact with beneficiaries during fieldwork, including conduct on site, and how photographs and other data will be taken, stored, and used.

9. Application Details and evaluation/scoring criteria

Eligibility Criteria

Proposals will be accepted from local firms or individual consultants and need to contain the following:

Administrative

- Company's legal registration documents (if applicable – not for individuals)
- Submission of valid operating permit (for individuals)
- Qualification evidence (diploma or certificate).

Technical

- A 3-page technical proposal outlining profile, methodology, workplan, and ethical/safeguarding measures (proposals with more than 3 pages will **not** be accepted).
- A detailed budget covering all anticipated costs required to complete the assignment, including travel costs to Kep province.
- CVs of key personnel highlighting relevant qualifications and experience.
- Two references for similar assignments completed
- Contact details of three reference people.

Timelines Table

Activity	**Deadline**
Issuance of TOR	August20th, 2026
Deadline for proposals	September 2nd, 2026
Estimated start date	September 14th, 2026

10. Submission

Submit to: admin_hr@damnoktoek.org no later than September 2nd, 2026.

For clarification questions:

Tel: 016’543’788

Email: kryvongsocheat@damnoktoek.org