



Terms of Reference

Organisational Development Advisor

The Cambodian Rural Development Team (CRDT) is a local not for profit organization which aims to lift communities out of poverty in support of conservation through participatory community based approaches. Founded in 2001 as a voluntary university student initiative, CRDT has grown into an organization working to deliver community and rural development projects to 4,961 families in support of conservation of critically endangered Mekong River Irrawaddy Dolphins in Kratie and Stung Treng, and the protection of tropical forest biodiversity in Mondulhiri.

Our vision

‘A Cambodia free from poverty and environmental degradation’

Our mission

‘To improve food security, incomes, and living standards of poor rural communities in support of environmental conservation in Cambodia.’

CRDT is looking for a position of **Organisational Development Advisor**

Cambodian Rural Development Team (CRDT), NGO specialized in rural development and based in Kratie, is looking for a volunteer to assist the director as an Organizational Development Advisor. The volunteer will bring his support and expertise in the fields of organizational development, the NGO strategy and in human resources. The volunteer should be qualified, incumbent of a degree in management or human resources and having already had a professional experience in that field. CRDT will provide for an accommodation as well as an allowance of US\$300/month.

Length of contract: 1 year renewable

Capacity gap designed to fill: The growth of CRDT has slowed down or even stagnated over the last few years after experiencing rapid growth over 8 years in its whole history. This is partly the effects of global financial crises as well as the ceiling capacity of management where the old practices are no longer effective. This has brought attention of management to focus on organizational qualities by looking into organizational development and strategies to improve organizational governance as a whole, ensure effective operations as well as to sustain the success of the organization. The specific areas to be addressed include organizational planning, human resource management and development, policies issues and other strategic development issues.

Purpose of assignment: CRDT is seen to lack of proper planning and complete reflective policies, inadequate systems of HR management, insufficient systems to efficiently review the progress or success of the organizational performance. It is hoped that this position will help Executive

Director and Management Committee to address these areas of weakness. This position requires a qualified volunteer with reasonable experiences on organizational development and management, strategies and leaderships. These qualifications are hard to find in Cambodia (especially in rural provinces), without offering a relatively high salary.

Objectives of the assignment:

1. Help develop effective organizational strategies including refining the annual plans and program strategic objectives, set up effective HR management system including planning and policies, review and revise policies documents and management guidelines to be more reflective
2. Help develop a system where management or organizational reviews can be conducted to measure the progress of performance against the set objectives.
3. Work with Management Committee and senior staff to build their capacity to understand management principles and be capable to implement organizational strategies and plans
4. Help to edit or finalize some important papers such as contract agreements, annual reports and organizational plans.

How to Apply

Applicants should forward their CV to coline.ganz@crdt.org.kh

Visit <http://www.crdt.org.kh> for more information about CRDT.