



The Asia Foundation's Lao PDR Office in Vientiane is seeking for a **Qualified Lao National Consultant** to Support for Wetland Assessments.

Terms of Reference (TOR)

Consultancy: Wetland Assessments

Location: Gnommalath and Nong Bok districts, Khammouane Province

Duration: November-15 February 2026

Reporting to: The Asia Foundation Environment Program Director and Senior Program Officer in Vientiane, Lao PDR.

1. Background

The CRBM II project aims to strengthen community-based water resource management and development plans, aligned with wetland protection and resilience to disasters and climate change. Under one of the objectives, the activity focuses on conducting wetland assessments to support the implementation of the Xe Bang Fai River Basin Plan 2021–2025, particularly Target 6.1: Improving Wetlands.

Building on previous successful interventions in Xe Bang Fai and Mahaxai districts, this activity will identify suitable wetlands for improvement in selected villages in Nongbok and Gnommalath districts, in collaboration with village communities and district authorities.

2. Purpose of the Assignment

To conduct technical assessments of wetlands in six target villages to determine their potential for ecological improvement and community-based conservation, and to provide recommendations for future support.

3. Scope of Work

The consultant will:

- Review relevant documents including the Xe Bang Fai River Basin Plan and previous wetland improvement reports.
- Conduct field assessments in the following villages:

- **Nongbok District:** Hadxiengdee, Pong Gui, Natai
- **Gnommalath District:** Phonekeo, Hadxone, Chaguan
- Assess ecological conditions, hydrology, biodiversity, land use, and community interaction with wetlands.
- Identify opportunities for improvement, conservation zoning, and community regulation development.
- Engage with village communities and district officials to gather local knowledge and ensure participatory assessment.
- Provide technical recommendations for wetland improvement and community-based management.
- Prioritize wetland areas for improvement and provide estimated costs for each proposed intervention.
- Prepare a final report summarizing findings, maps, and proposed actions.

4. Deliverables

- Inception report with methodology and work plan
- Field assessment report for each village
- Final consolidated assessment report with recommendations
- Presentation to project team and stakeholders

5. Duration and Location

- **Duration:** Approximately 30 working days between November 2025 and February 15, 2026
- **Location:** Nongbok and Gnommalath Districts, Khammouane Province, Lao PDR

6. Qualifications

- Advanced degree in environmental science, ecology, hydrology, or related field
- Proven experience in wetland assessment and community-based natural resource management
- Familiarity with Lao wetland ecosystems and local governance structures
- Strong knowledge of Ramsar guidelines for wetland assessment.
- Strong communication and participatory facilitation skills
- Fluency in Lao and/or English

7. Reporting

The consultant will report to The Asia Foundation Environment Program Director and Senior Program Officer and work closely with the technical team and district focal points.

8. Timeline for Wetland Assessment Consultancy

Phase	Activities	Timeframe
Phase 1: Preparation	- Review project documents and past reports - Develop methodology and work plan - Submit inception report	Nov 17–28, 2025
Phase 2: Field Assessments	- Conduct field visits to six target villages - Engage with communities and district officials - Collect ecological and socio-environmental data	Dec 8–19, 2025
Phase 3: Data Analysis	- Analyze field data - Draft individual village reports - Identify opportunities and recommendations	Jan 6–17, 2026
Phase 4: Reporting	- Prepare final consolidated report - Develop maps and proposed actions - Submit final report	Jan 20 – Feb 7, 2026
Phase 5: Presentation	- Present findings to project team and stakeholders - Incorporate feedback if needed	Feb 10–15, 2026

HOW TO APPLY:

Qualified candidates should submit a technical and financial proposal, and CV the deadline on **November 14, 2025**, to country.laos.peopleandculture@asiafoundation.org Unfortunately, due to high application volume, only short-listed applicants will be contacted. The Asia Foundation is an equal opportunity employer, with personal and professional development opportunities provided to all staff. The Foundation adheres to a strict code of ethics and has zero tolerance for sexual harassment and exploitation.