

Job title: Technical assistant – integrated water management (Lao national)

Organisation : Comité de Coopération avec le Laos (CCL)

For over 45 years, CCL has been a committed French non-governmental organization driving sustainable development in the key sectors of health, rural development, and education in Lao PDR. Join our dedicated team and contribute to meaningful change!

Location: Paksan, Bolikhamxay Province, with frequent travel to project villages.

Project: AGIRE – Appui à la Gestion Intégrée des Ressources en Eau (Water Wise).

Reporting to: Project Coordinator & Project Advisor.

Duration: Fixed-term contract – **1st January 2026 to 31st December 2027** with the possibility of extending the contract at a later stage.

Project background:

The AGIRE project aims to contribute to the establishment of integrated and inclusive water resource management in the Nam Sa basin by local actors. The project focuses on three specific objectives:

1. Improve access to water and sanitation quantitatively and qualitatively.
2. Strengthen local and inclusive governance of water resource management and conservation.
3. Support and promote sustainable health, environmental, and natural resources management practices.

Job summary:

The Technical Assistant for Integrated Water Management will be the key technical field staff for the implementation of the AGIRE project's activities. S/he will provide essential expertise in Integrated Water Resources Management (IWRM), Water, Sanitation, and Hygiene (WASH), and natural resource management. The role requires a combination of strong technical knowledge and exceptional community facilitation skills to ensure the participatory and sustainable implementation of all project components, with a cross-cutting focus on gender equality and social inclusion.

Key responsibilities:

Under the supervision of the CCL director, Project Coordinator & the project advisor, the technical assistant will be responsible for the following thematic, in close collaboration with the project staff and with regular technical support from the project advisor:

Technical implementation & support

- Provide technical input and field supervision for the rehabilitation and construction of gravity-fed water supply infrastructures (catchments, reservoirs, filtration basins, distribution networks), in close collaboration with the project advisor.
- Support water quality monitoring campaigns (physico-chemical analysis), including sampling and data interpretation.
- Assist in the design and promotion of household-level water filtration systems and support the implementation of a multi-barrier approach to water safety.
- Provide technical advice to improve waste management in targeted villages, including design and material selection.
- Support the implementation of pilot activities for sustainable water use.

Community Facilitation, Training & Capacity Building:

- Facilitate community dialogues, participatory diagnostics, and workshops on water access, uses, needs, and governance.
- Organize and lead information sessions and practical training for Village Water Management Committees (VWMCs) and local technicians on the operation and maintenance of water infrastructures.
- Co-facilitate, with partners (RDA and relevant GoL counterparts), community awareness sessions on sanitation (CLTS/Sanimarket), hygiene practices, and gender issues.
- Employ participatory tools, including role-playing games, mapping exercises, and focus group discussions, to ensure inclusive community engagement, especially of women and youth.
- Support VWMCs in the participatory development and revision of network service regulations and village action plans for water resource conservation.

IWRM & Natural Resources Management:

- Support the implementation of participatory mapping exercises for water resource management using mobile GIS tools (e.g., QGIS, SW maps, KoboCollect).

- Contribute to the basin-wide description of water uses by assisting in field surveys, landscape readings, and data collection alongside local authorities and partners (OiEau).
- Facilitate participatory diagnoses of climate risks and vulnerability with basin communities.
- Support the organization of consultation workshops on the preservation of natural resources, ecosystem services (wetlands, forests), and the "One Health" approach.

Monitoring, Reporting & Coordination:

- Monitor project activities in the field, collect data related project indicators, and prepare regular activity reports.
- Ensure the proper documentation of lessons learned, success stories, and challenges.
- Work in close collaboration with the project team (Coordinator, Advisor), partner organizations (RDA, OiEau), and relevant local authorities (PAFO, PHO, DAFO, DHO Nam Saat, DONRE, LWU).
- Represent the project at the community level and maintain strong, trust-based relationships with beneficiaries.
- Strictly follows CCL internal regulations and complies with project procedural rules concerning administrative & finance procedures.

Qualifications & experiences required:

Education:

- Bachelor's or master's degree in water resources management, Environmental Engineering, Civil Engineering, Hydrology, Natural Resources Management, or related field.

Experience:

- Minimum of 3-5 years of proven professional experience in the fields of IWRM and/or WASH.
- Demonstrated experience in community-based project implementation, using participatory approaches and facilitation techniques (e.g., Participatory Rural Appraisal - PRA).
- Practical experience in the technical aspects of rural water supply systems (gravity-fed networks, boreholes, pump systems) is a strong asset.

Skills and Competencies:

- Technical Knowledge: Strong understanding of **IWRM principles, WASH standards**, water quality issues, and **natural resources management**.
- Facilitation & Communication: **Excellent facilitation, communication, and interpersonal skills**, with the ability to **work** effectively with diverse groups, including **village communities, local authorities, and civil society organizations**. Experience using role-playing games or other interactive tools is an advantage.
- Gender & Inclusion: Strong understanding of and commitment to integrating gender equality and social inclusion into project activities.
- Language: Fluency in Lao is mandatory. Working knowledge of English or French is highly desirable.
- IT Skills: Good computer skills (MS Office). Experience with mobile data collection tools (e.g., Kobo Toolbox, ODK, SW maps) and/or GIS software (QGIS) is an advantage.
- Personal Attributes: Proactive, flexible, and able to work independently in a challenging rural environment.
- Possesses a valid motorcycle and car driving license.

We Offer:

- A full-time, **24-month contract** (with potential for extension).
- A competitive NGO salary and benefits package.
- The opportunity to play a key role in a respected development project.
- A professional and supportive working environment.

Application Process:

Interested candidates should send a **Cover Letter and a detailed CV** by **December 19th 2025** to the following contacts:

- Mrs. Manivone VORACHAK, CCL Director: manivone@ccl-laos.org
- Mr. Erwin POLIGNE, Project Advisor: erwin.poligne@ccl-laos.org
- Mr. Khammeun NANDEE, Project coordinator, khammeun@ccl-laos.org

Please note: Only shortlisted candidates will be contacted for an interview.

To learn more about CCL, please visit: ccl-laos.org