

JOB ANNOUNCEMENT

Clear Cambodia is a Christian local NGO that has been implementing the projects under the aim of water, sanitation and hygiene (WASH). The mission is to transform water quality, sanitation and health in target communities by making appropriate technology and education accessible to all. All of the work is done in collaboration with community leaders and local authorities. Clear Cambodia is currently implementing its projects in eleven provinces such as Battambang, Tboung Khmum, Prey Veng, Svay Rieng, Kampong Thom, Kampong Speu, Siem Reap, Kratie, Stung Treng, Pursat, and Ratanakiri.

We are looking for **01 (One)** qualified candidate to fill the position of **Holistic Transformation Coordinator** based in **Ratanak Kiri**.

I. Main Responsibilities and Duties:

- Lead the planning, coordination, monitoring, and implementation of holistic transformation activities that strengthen community participation, local partnerships, and sustainable community development.
- Work closely with provincial project staff to ensure holistic transformation activities are effectively integrated into WASH project implementation.
- Coordinate field-based activities, including engaging and supporting church partners, facilitating training, planning and monitoring activities, and collaborating with local leaders and community-based organizations.
- Establish and maintain partnerships with local leaders, church partners, and relevant stakeholders to strengthen community participation and support sustainable, community-led development.
- Facilitate capacity-building activities for local pastors, church partners, and community stakeholders to enhance leadership, community engagement, and the sustainability of project outcomes.
- Coordinate community engagement activities to promote positive values, hope, healthy relationships, and inclusive participation.
- Facilitate the formation and strengthening of community groups that promote mutual learning, care, and participation.
- Promote local ownership of community initiatives and strengthen community networks to ensure long-term sustainability beyond the project period.
- Monitor implementation progress and document lessons learned, success stories, community outcomes, and the growth of community-based groups, including home fellowship groups.
- Prepare regular reports on community engagement and holistic transformation results, including trainings conducted with communities and opportunities created for Gospel sharing through WASH-related activities.
- Coordinate values-based fellowship, staff engagement, and reflection activities that strengthen the organization's values-based culture and contribute to staff well-being.
- Support activities that promote teamwork, integrity, respect, compassion, and servant leadership among staff.
- Assist management in organizing staff learning, reflective sessions, and well-being initiatives.
- Contribute to a supportive and collaborative working environment and perform other tasks as assigned by the supervisor.

II. Requirements:

- Mature personal faith and demonstrated values-based leadership in community or organizational settings.
- Experience in church or community leadership roles is preferred.
- Bachelor's degree or equivalent qualification in Social Sciences, Development Studies, Community Development, Theology, or a related field.
- Additional training in community development, leadership, facilitation, or related areas is an advantage. Functional proficiency in English (speaking and understanding required).
- Fluency in Khmer (speaking, reading, and writing).
- Strong planning, coordination, and organizational skills.
- Good interpersonal skills, including influencing, negotiation, and cross-cultural communication.
- Leadership, mentoring, and facilitation skills.
- Basic computer literacy (Microsoft Office applications).
- Commitment to the mission, vision, and values of the organization.

- High integrity, accountability, honesty, and professionalism.
- Strong teamwork and relationship-building ability.
- Respectful, patient, flexible, and culturally sensitive in working with diverse communities.
- Willingness to travel to project sites and remote communities.
- Emotional maturity and ability to work collaboratively with diverse stakeholders.
- Ability and willingness to ride a motorbike for field travel when required.
- Open and supportive of faith-based organizational values and community engagement approach.

To apply, please submit your CV with current photo (size 4x6), cover letter, and Completed Application Form by email to hr@clearcambodia.org or directly send to address: **#86, St. 608, Sangkat Boeng Kak II, Khan Tuol Kouk, Phnom Penh**. Note: here's the links to download Application Form in [Khmer](#) Or [English](#) language or visit [website www.clearcambodia.org](http://www.clearcambodia.org).

If you have any specific queries on the role, feel free to reach out to Human Resources Office at 023 880 164. Only short-listed candidates will be contacted for the interview. CVs and Application form will not be returned.

The closing date is August 31, 2026 at 5:00 PM