



VISION: Communities where everyone has access to clean water, good sanitation and healthy environment

CORE VALUES: ,Comitment, Transparency
Love, Integrity,and Servanthood

JOB DESCRIPTION

MISSION: To transform water quality, sanitation and health in target communities by making appropriate technology and education accessible to all.

1. Position Summary:

Position title:	Holistic Transformation Coordinator
Location(s):	Ratanak Kiri
Reporting line(s) and networks:	- Primary reporting line will be to Deputy Executive Director. - Work closely with provincial project staff to coordinate holistic transformation activities within WASH projects. - Lead the planning, coordination, monitoring, and implementation of holistic transformation activities that strengthen community participation, local partnerships, and sustainable community development.
Purpose of position:	- To 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 to promote sustainable community development. - To coordinate values-based fellowship and reflection activities that encourage personal faith, mutual support, and a positive organizational culture, contributing to the overall well-being of staff.
Major challenges facing this position:	- Holistic Transformation Coordinator supporting 3 provinces. - Logistics & Travel – Coordinating field visits and activities across distant provinces with limited time and resources. - Sustaining Local Buy-In – Keeping pastors, village leaders, and school principals committed despite staff turnover or shifting priorities. - Data Accuracy & Timeliness – Ensuring reliable all database survey/result collection tracking across all HT Leaders with proper field staff training. - Team Management – Leading and delegating effectively to HT leaders across locations where you cannot be physically present.

2. Main Duties:

Accountability:	Specific Activities:
Holistic Integration	- Collaborate with project teams and local church partners to integrate community engagement and holistic transformation activities into WASH project implementation. - 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, HT Leaders, and community stakeholders to enhance leadership, community engagement, and the ministry outcomes.
Community Engagement in	Coordinate community engagement activities within WASH project communities to promote positive values, hope, healthy relationships, and inclusive participation.

Project Activities	- Engage local leaders, including pastors and Christian community members, to ensure their active involvement in project activities and community development initiatives. - Facilitate the formation and strengthening of community groups that promote mutual learning, care, and participation. - Strengthen community networks with local leaders and faith-based partners to support long-term sustainability. - Promote local ownership of community initiatives to ensure sustainability beyond the project period.
Coordination and Monitoring	- Coordinate closely with project staff to ensure holistic transformation activities are effectively integrated with WASH interventions. - 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.
Support Staff Engagement	- Coordinate staff engagement and reflection activities that strengthen the organization's values-based culture. - 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. - Perform other tasks as assigned by the supervisor.

3. Personal Profile Required:

Experience	- Mature personal faith and demonstrated values-based leadership in community or organizational settings. - Experience in church or community leadership roles is preferred. 3-5 years' experience in Holistic Development transformation
Education & Training	- Diploma in Ministry, Bachelor's degree or equivalent qualification in Social Sciences, Development Studies, Community Development, Theology, or any certificates related equivalent to these field. - Additional training in community development, leadership, facilitation, or related areas is an advantage.
Skills and Competencies	- 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).
Personal Attributes	- 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. - Promoted Servanthood behaviour