

Terms of reference:
**Legal Consultancy – Secondment to MLMUPC to provide
technical support in the development of land-related laws
and regulations.**

Background

Landesa is an international nonprofit dedicated to ending global poverty by securing land rights for rural people experiencing poverty around the globe. Founded in 1981, Landesa has worked in more than 66 countries throughout the world, with central office staff located in the U.S. (Seattle, Washington State) and regional programming in China, India, Liberia, Tanzania, Rwanda, Kenya, Indonesia, Cambodia. Landesa partners with governments, civil society, and companies to develop pro-poor and gender-sensitive laws, policies, and programs that have helped strengthen land rights for more than 180 million families worldwide. The organization is supported by NGOs, foundations, donor agencies (World Bank, Dovetail Impact Foundation, King Philanthropies Organization), world leaders, educational institutions, and individual supporters.

Landesa has been specializing in law and policy around land tenure and land governance for over 40 years. As an organization, Landesa has teams that specialize in field research, tenure documentation support, and law and policy drafting and analysis. The law and policy group aims to provide timely and top-quality law and policy services on land and related resources to governments and other entities that can benefit from our experience and expertise globally.

Landesa takes a collaborative approach to working with government, maintaining independence while working alongside government bodies, such as the Ministry of Land Management, Urban Planning and Construction, to better understand issues on the ground and propose policy solutions that are based on comparative experience and field-level analysis. Landesa is dedicated to enhancing land tenure security in Cambodia, including for rural communities, rural women, and Indigenous Peoples, through policy reform and programmatic change at the initiative of the Ministry.

Following the signing of the Memorandum of Understanding (MoU) between Landesa and the Ministry of Land Management, Urban Planning and Construction (MLMUPC) on 1 July 2025, Landesa is committed to supporting the Ministry in advancing land law and policy reform. As part of this collaboration, and in line with shared priorities discussed with the Ministry's Secretary of State and Chair of the Ministry's Legal Working Group, Landesa will engage a legal consultant.

Consultancy overview

Landesa is seeking a highly skilled and motivated Cambodian lawyer to provide technical support to the MLMUPC as it develops, reviews, and improves land-related laws and regulations in the context of the new Land Law. This individual will be responsible for drafting explanatory notes on the Land Law and providing input to draft law and policy documents in line with Landesa's focus on pro-poor, gender-equitable land tenure. The individual will be based in Phnom Penh and is expected to work collaboratively with Landesa's team and with Ministry staff in Khmer language.

The consultancy will require working at least ten working days per month for the duration of September to December 2025. The consultant will be working under technical guidance of MLMUPC Secretary of State and Landesa Senior Law and Policy Advisor, in collaboration with relevant MLMUPC team and Landesa team.

Main Duties

Under guidance provided by MLMUPC and Landesa, the consultant will be working on the list of tasks below, but not limited to:

- Provide ongoing support to MLMUPC in the development and review of policies, laws, and regulations.
- Possess specialized knowledge of Cambodia's Civil Code and Civil Procedure Code in order to review the draft Land Law, identify and resolve internal inconsistencies, and ensure alignment with the broader legal framework.
- Assist in drafting explanatory notes for each article of the draft Land Law and contribute to the preparation of related legislative and regulatory texts.
- Serve as a liaison between Landesa and MLMUPC, coordinating technical inputs and ensuring effective collaboration.

Deliverables

- Drafting explanatory notes for each article of the draft Land Law and contribute to the preparation of related legislative and regulatory texts.
- Discussion and consultation on the draft explanatory and related legislative delivered.

Anticipated timeline and level of effort (LOE) : Duration of September through December 2025 with at least 10 working days per month and up to 20 days per month maximum. The extension of the consultancy could be made based on the requirements and stratifications of MLMUPC and Landesa.

Preferred qualifications

- Fluency in Khmer required
- In-depth understanding and practical experiences related to relevant legal frameworks, including drafting in coordination with government, specifically the Civil Code and Civil Procedure Code of the Kingdom of Cambodia.
- In-depth understanding and support of land tenure rights, land administration, women's land rights, and customary land rights.
- Experiences of working with development partners in collaboration with a Government's Ministries

Application instructions

A qualified candidate may submit proposals to Ms. Keat Bophal bophal@landesa.org with copy to Christine Anderson christinea@landesa.org by August 18, 2025 with the subject line: **2025 Seconded Legal Expert Cambodia**. The application should include the following information:

- Letter of interest describing relevant experience and expertise
- Descriptions of past projects relevant to the assignment, including contact information of clients for at least two projects
- Expectation of professional fee per working days