

RSAT Training of Facilitators (ToF)

Guide for applicants



The Mekong River Commission (MRC), in cooperation with GIZ, is seeking experienced water sector professionals to participate in a Training of Facilitators for the application and promotion of the Rapid Basin-wide Hydropower Sustainability Assessment Tool (RSAT). The MRC's Initiative on Sustainable Hydropower has been trialing and piloting the RSAT for years and, alongside its partners, has identified the need for facilitators with regional experience and language skills to conduct future assessments. Upon completion of the training, successful candidates will be able to effectively facilitate multi-stakeholder dialogue processes surrounding issues of sustainable hydropower in general and RSAT in particular, including as part of Cumulative Impact Assessment (CIA) and Strategic Environmental Assessments (SEA) assessments. This guide provides a brief overview of RSAT and its uses in general, as well as the Training of Facilitators specifically.

What is RSAT?

The RSAT was jointly developed by the MRC, WWF and ADB and is a multi-stakeholder dialogue and assessment tool designed for a rapid and integrative assessment of hydropower development and management issues at a basin wide level. GIZ has been supporting the development and promotion of this tool as part of the MRC-GIZ Cooperation Programme. Hydropower sub-basins often host multiple projects that are at different stages of development. Placing hydropower in a basin wide context requires reviewers to look beyond individual projects and to take a broader integrated approach to planning and management, following the principles of IWRM. In any hydropower sub-basin there are a number of stakeholder groups with various roles, responsibilities and interests. Sustainable hydropower and water resource development depends on the capacity and performance of each of these key stakeholder groups and their level of collaboration and interaction with each other. The RSAT is designed to support collaborative and integrative planning and decision making processes and dialogue amongst key stakeholder groups.

The RSAT provides a framework of 10 topics for basin wide hydropower sustainability:

1. Institutional capacity
2. Options assessment, siting and design
3. Economic contribution of hydropower
4. Equitable sharing of hydropower costs and benefits
5. Social issues and stakeholder consultation
6. Environmental management and ecosystem integrity
7. Flows and reservoir management
8. Erosion, sediment transport and geomorphological impacts
9. Management of fisheries resources
10. Dam and community safety

These topics are divided into a total of 27 sub-topics and are analysed according to a set of four criteria to cover different aspects of basin planning and management. For more information on RSAT, please click [here](#).

Background and Purpose

The MRC's Initiative on Sustainable Hydropower (ISH) has actively trialed and piloted RSAT across the Lower Mekong Basin over the past five years. However, there has been a lack of skilled regional facilitators with a knowledge of the respective regional languages. The overall purpose of the ToF programme is the

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development of a cadre of competent RSAT facilitators as leaders to promote, further develop and expand the successful implementation of RSAT in the Mekong region and beyond, in order to make a difference for effective multi-stakeholder dialogue assessments to achieve sustainable hydropower development. The trained facilitators will be able to use the tool independently in a variety of contexts, including to add value to SEAs and CIAs.

Scope and costs

Three modules, each delivered over the course of five days (incl. one field trip each to a relevant hydropower project) at training sites across the region, will form the main body of the course, totaling 15 days of face-to-face training between September 2016 and April 2017. The training weeks (final dates to be confirmed) will be separated by three-month intervals during which participants are expected to carry out a number of home-based tasks, both individually and in learning groups. Before the beginning of the course, participants are required to familiarise themselves with the reading materials and RSAT manuals that will be made available online. Participants will need to take an active part in the preparation and facilitation of one RSAT assessment and/or practical exercise before qualifying as fully trained RSAT facilitators.

Overall, candidates will be required to invest up to 30 days to complete the training (excluding all travels and regular exchange after the programme ends):

- 2 days for preparatory workshop
- 2 days of preparatory reading
- 3 x 5 days of face-to-face training workshops
- 2 x 2 days of home-based work on assignments between modules
- 2 days to prepare final RSAT assessment
- 5 days (max.) to carry out own RSAT assessment/exercise, incl. reporting

All costs of the training will be covered by GIZ. Candidates will be required to pay for travel to and from the training sites which will be situated in the Mekong region, in the vicinity of a relevant hydropower project for the field trip. Bursaries are available for those who require financial assistance.

Learning approach

The training programme adopts a participatory approach to learning which involves participants in making decisions about their own learning, thus validating their own knowledge and needs and shaping the extent to which learners actively assume leadership and contribute in groups – both in a classroom and beyond. The aim of this approach is to enhance learners' autonomy, critical thinking, leadership, and active citizenship. A strong focus will be placed on the real-life application of RSAT by encouraging participants to organize and carry out an RSAT assessment or exercise, either individually or in teams.

Upon completion of the ToF programme, successful candidates will be able to:

- Effectively facilitate participatory multi-stakeholder RSAT assessment workshops
- Engage critically with issues surrounding hydropower development in general and RSAT topic areas specifically
- Conduct research, data collection and gap analyses for each of the RSAT topic areas using RSAT tools and templates
- Facilitate sustainable hydropower related learning processes in a confident, clear and action-oriented manner
- Lead group discussions and mediate conflict between participants
- Engage in team work with fellow RSAT facilitators and resource persons to ensure effective further development and promotion of RSAT

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- Prepare RSAT assessment report to the standard RSAT reporting requirement
- Apply the RSAT methodology to a variety of contexts, including SEAs and CIAs

The role of RSAT Facilitators

As certified RSAT Facilitators, candidates will become part of a Community of Practice among RSAT practitioners that aims to promote the exchange of experiences and knowledge on issues surrounding basin-wide sustainability issues. RSAT Facilitators will be a driving force behind the promotion, development and application of RSAT in a variety of contexts. Opportunities may arise through the key organisations involved in the development of RSAT, but facilitators will also be able to identify other opportunities and uses independently.

The different uses of RSAT

The table below provides examples of how and for which purposes RSAT can be applied in practice:

RSAT OPPORTUNITIES	RSAT for RBOs	RSAT for Transboundary Rivers	RSAT for CIAs and SEAs	RSAT for capacity-building	RSAT as an IHA Protocol supplement	RSAT for water stewardship
Purpose	To provide a structured guide to identify and address key sustainability issues in a hydropower-intensive river basin over time	To provide a framework for dialogue between countries sharing a transboundary river to improve management of hydropower development	To demonstrate a participatory and multi-stakeholder process of consideration of key cumulative and strategic issues in a hydropower-intensive river basin	To support structures capacity-building on the key sustainability topics requiring attention in hydropower-intensive river basins	To enable consideration of findings of Protocol assessments of hydropower schemes in a hydropower-intensive river basin and identify follow-up actions	To identify and evaluate areas of shared risk for water-reliant industries in a hydropower-intensive river basin
Method of Application	Ongoing series of workshops, internal basin focus, actions committed to by workshop participants, small steps are fine, follow-up and continuity are critical	Ongoing series of workshops, transboundary basin focus, identification of common issues and development of shared solutions	One or several workshops run by independent consultants to add value to CIA/SEA assessments by obtaining local knowledge and community views	Defined set of workshops with a river basin as a focus, working through the RSAT topics and analytical workshop approaches, emphasis on capacity-building	One or several workshops structured dialogue about information brought forward through Protocol assessments, emphasis on interlinked and cumulative issues	Ongoing series of workshops reviewing and discussing available information and information gaps around areas of water resource related risk and vulnerabilities
Reports	Mapped information An Action Plan supporting a River Basin Management Plan Status reports and updates	Mapped information An Action Plan supporting a River Basin Management Plan Status reports and updates	CIA or SEA chapters and appendices	Workshop reports as needed for workshop participants and funding organisations	Meeting report, which may include agreed actions	Meeting reports, with emphasis on action identification and allocation amongst industry participants
Target Participants	Within basin stakeholders, invited external agencies	Related government agencies from both countries	Diverse representation of key stakeholder groups	Targeted sector representatives for capacity-building	Key stakeholders for Protocol assessments, plus invited key basin stakeholders	Representatives from hydropower and other water-reliant industries in basin

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How to apply

Successful applicants will fulfill the following requirements:

- Resident of one of the Mekong countries (Cambodia, China, Lao PDR, Myanmar, Thailand, Vietnam)
- Fluency (written and spoken) in English and at least one regional language
- University degree in a subject that covers at least one of the RSAT topic areas, e.g. civil or electrical engineering, hydrology, environment, sociology, economics
- At least 5 years of experience in at least three of the RSAT topic areas
- Demonstrated understanding of and commitment to RSAT principles and approach
- Experience in leading and facilitation of training courses and/or workshops, or in mediation, negotiation and multi-stakeholder dialogue
- Commitment to contribute to the further development and promotion of RSAT
- Experience in the application of RSAT or the Protocol, or as a trainer within the Network on Sustainable Hydropower (NSHD-M) would be an advantage

Women are strongly encouraged to apply.

If you meet the above specifications, please send your CV and letter of motivation to the MRC-GIZ Cooperation Programme at rsat@mrcmekong.org by **27 June 2016**. Letters of motivation should demonstrate (1) your understanding of the RSAT principles and approach, (2) why you would be an effective RSAT facilitator, and (3) how you hope to contribute to the future application, development and promotion of RSAT.

Selected candidates will be required to attend a two-day preliminary workshop in Vientiane, Laos, on **4 and 5 July 2016**. The cost of attending this workshop will be covered by GIZ.

For more information on RSAT, please click [here](#) or scan the following QR code:



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