

Vision, Governance and Organisation



Vision: To see a Cambodian society in which all people, especially women and children, fully participate in social development.

Mission: To promote the capacity, confidence and wellbeing of communities through the sharing of information, education and counselling, including the encouragement of women and children to recognise their potential and rights to participate in decision-making.

Values: We believe that respect, commitment, responsibility, correctness, initiative, response are all important values that contribute to positive change.

Governance

Khemara is governed by a board of directors, chaired by H.E. Prak Chanthoeurn. Executive Director, Phallany Koy directly reports to the board, as well as managing all strategic and operational directions for Khemara.

Khemara's management team includes our human resources and administration manager, finance officer and five project managers. Each project manager is responsible for the daily management and operations of the respective project and monthly staff meetings ensure clear and effective communication and monitoring occurs.

The Board of Directors

H.E. Prak Chanthoeurn, Chairperson; reviews and comments on leadership and management; Secretary General, Royal Government, Commission for Solving Strikes, Demonstration for all targets.

Seng Sopheap, Vice-Chairman; reviews and comments on communication matters; Head of Private Sector Department, National Biodigester Program, and Department of Animal Productive and Health.

Sim Chankirirath, Treasurer; business/financial management consultant and Director of PCG & Partner Co. Ltd.

Ly Rojamy, Member; Deputy District Governor, Russey Keo Deputy District Governor.

Networks

- Network for Early Childhood Care and Development (NECCD)
- Cambodian NGO Coalition on the Rights of the Child
- Cooperation Committee for Cambodia
- End Child Prostitution, Abuse and Trafficking in Cambodia
- Cambodia Against Child Trafficking (Cambodia ACTs)
- HIV/AIDS Coordinating Committee (HACC)
- Gender and Development Network Cambodia
- Child Safe Organisation Committee and Monitoring and Evaluation of Orphans and Vulnerable Children Committee
- Member of Orphans and Vulnerable Children Task force for Kampong Cham Province in 2013
- Member of Working Group for Partnerships in Decentralisation (WGPD)

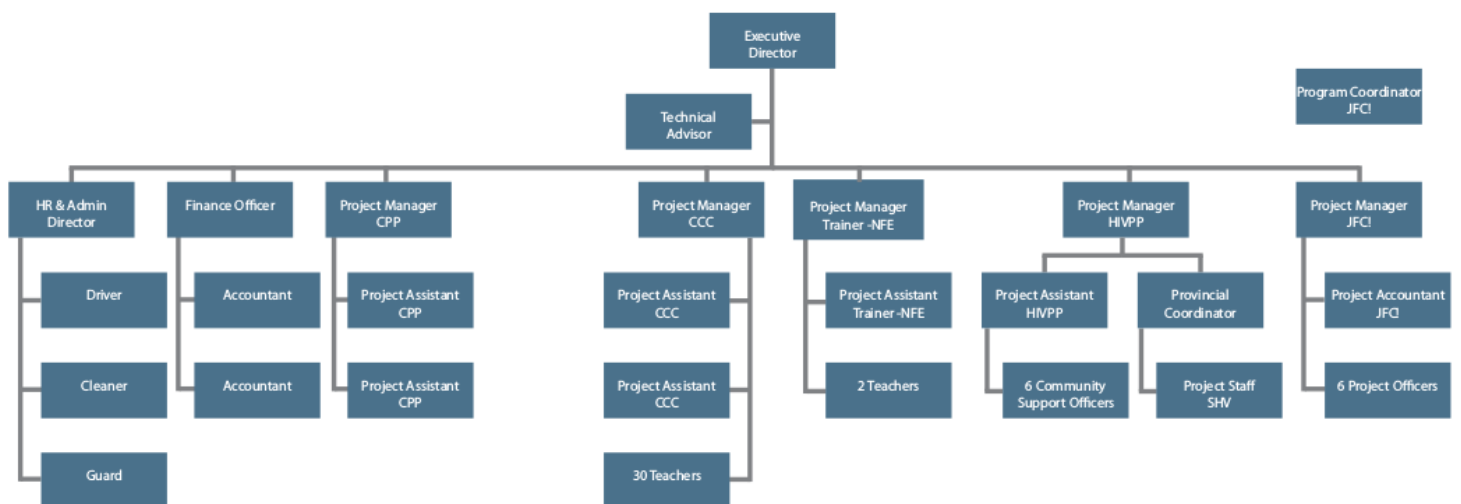
Organisation

Khemara has over 200 employees, as well as volunteers. All staff have the required specific skills for each project they are involved in, which is further enhanced with ongoing training and development and monthly staff meetings.

All programs are based on a robust set of principles for identifying those most in need in the community and establishing a clear and concise implementation plan.

Khemara has the following policies:

- Board Policy
- Finance Policy
- Child Protection Policy
- IT & Communications Policy
- Anti-Corruption Policy
- Procurement Policy
- Conflict of Interest policy
- Gender and Minority policy
- Grievance Policy and Procedure
- Public Interests Disclosure Policy
- Staff Policy



Khemara Organisation Structure