

## Terms of Reference

**Position:** Investment Manager(s)

**Reports to:** Domain Coordinator

**Location:** Phnom Penh, with frequent travel to provinces

**Period of Assignment:** September 2024 - February 2025 (with possibility of extension)

**Duration:** 6-month contract with possible 6-month extension based on performance.

Eligible for full-time contract upon successful completion.

**Employment type:** Full time consultant

**Contractual arrangement: “eligible for Cambodian residents/citizens only”**

## Program Background:

The Cambodia-Australia Partnership for Resilient Economic Development (CAPRED) is Australia’s flagship bilateral economic development program in Cambodia. It will focus on economic recovery and resilience over the next four years, with a possible three-year extension.

The Facility supports Cambodia in implementing necessary economic interventions and reforms to maintain the country’s economic transition. These efforts aim to encourage more productive and inclusive public and private investment, promoting a resilient, inclusive, and sustainable economy (RISE).

CAPRED interventions fall under three technical components including: Agriculture and Agro-processing; Trade, Investment and Enterprise Development and Infrastructure Development; and three Cross-Cutting components comprising: Gender Equality, Disability and Social Inclusion (GEDSI), Climate Resilient initiatives, and policy support. GEDSI is at the heart of all that CAPRED does.

## Position Summary

The Investment Manager at CAPRED will play a key role in driving innovation and fostering growth in the economic areas targeted by CAPRED, which are crucial for Cambodia's economic development. This entrepreneurial role requires creativity, proactive problem-solving, and strong partnerships with public and private organisations. The role involves analysing economic data, developing practical solutions, and negotiating and managing partnerships to promote sustainable growth. We encourage fresh graduates with talent and individuals with corporate or start-up experience to apply, as we value initiative, innovative thinking, and a growth mindset over sectoral expertise.

## Roles and Responsibilities:

- Take on an entrepreneurial role, which requires creativity, proactive thinking, ownership, self-accountability, adaptability, resilience, and problem-solving skills.
- Conduct economic analysis at meso and micro levels to identify issues hindering the development of key economic sectors.



- Meso-level Analysis: Examine markets, value chains, supply chains, cooperatives, public and private sector enterprises, industry organisations, social networks, and policies to understand how these structures and interactions shape the economy.
- Micro-level Analysis: Investigate how incentives, costs, and other factors influence economic actors' production, resource allocation, market participation, and consumption decisions.
- Identify challenges and constraints, propose solutions/interventions, and negotiate partnerships with public and private sector partners to enhance the sector's competitiveness and inclusive growth.
- Work with private sector partners to develop, pilot, and scale up business models that promote inclusive growth in key economic sectors.
- Lead and collaborate with partners to pilot solutions, monitor progress, gather data, and scale up successful models that generate inclusive economic growth.
- Collaborate with the public sector to develop and implement policy interventions that improve the regulatory environment and sector competitiveness.
- Pitch ideas, develop concept notes, and formulate partnership agreements.
- Build and maintain networks with key public and private sector organisations.

### Compliance:

- Ensure stakeholders operate within Cowater and DFAT-related codes of conduct and policies, including all inclusion-related policies such as Child Protection and PSEAH, antifraud and corruption, value for money, and other policies.
- Represent the domain or CAPRED in meetings or events with relevant stakeholders, as the Domain requires.
- Collaborate with the Monitoring, Evaluation, Research, and Learning (MERL) team to assess the impact of the interventions and scale up successful initiatives.
- Work with the communications team to develop communications content.
- Ensure GEDSI principles are incorporated into intervention design and implementation.
- Collaborate with other technical teams to build synergies and enhance intervention effectiveness.
- Carry out other relevant tasks and activities as requested by the Domain management.
- The Investment Managers will report to the Team Coordinator.

### Essential criteria:

- At least a bachelor's degree in business, economics, or a related field.
- A foreign degree obtained through a scholarship would be an advantage. Fresh and aspiring graduates are encouraged to apply.
- 2 to 3 years of experience in a fast-paced corporate environment or at a start-up would be an advantage.
- Growth mindset, with a willingness to learn, tackle challenges, and seek improvement
- Commitment to continuous learning, professional development, and seeking opportunities for advancement.
- Strong command of the English language, both oral and written, with the ability to produce high-quality content.
- We prioritise talent, potential, and the right mindset over extensive experience.

This is a full-time position with attractive daily rate remuneration package being commensurate with qualifications and experience.

**Closing Date: Applications will be reviewed on a rolling basis so please apply as soon as possible. The application process will close once the position is filled.**

### How to apply

Please send your cover letter and CV with name and contact details (phone and email) of three professional referees with your daily rate expectation to [recruitment@capred.org](mailto:recruitment@capred.org) mentioning the position you apply for in the subject line "Investment Manager".

*Cowater International is an equal opportunity employer, basing employment on merit and qualifications as they relate to the professional experience and position expectations. Cowater does not discriminate against any employee or applicants on the basis of race, religion, sex, gender identity, disability, age, or any other basis protected by law. CAPRED aims to have a diverse workforce at all levels, and a workplace that is supportive of gender equality, disability and social inclusion. Women, people with disabilities and other minorities are highly encouraged to apply.*

### Application Process

The selection process will consist of two phases. In the first phase, shortlisted candidates would have to pass a written test, undergo an interview and participate in a presentation, and engage in a discussion. In the second phase, qualified candidates will have discussion with the top management.

