

## Terms of Reference

**Position:** MRM and Systems Development Coach, CAPRED

**Reports to:** MERL and GEDSI Director, CAPRED

**Location:** Phnom Penh, Cambodia

**Period of Assignment:** between February – July 2025

**Duration:** Maximum 60 working days

**Employment type:** Short – term Part – time

**Contractual arrangement:** International recruitment

### Program Background

The CAPRED Facility is Australia's flagship bilateral economic development program in Cambodia, focusing on economic recovery and resilience over the next four years, with a possible three-year extension.

The Facility supports Cambodia in implementing a range of necessary economic interventions and reforms to maintain the country's economic transition. These interventions and reforms are primarily aimed at encouraging more productive and inclusive public and private investment, which promotes 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 one Cross-Cutting component comprising: Gender Equality, Disability and Social Inclusion (GEDSI), Climate Resilient initiatives, and policy support. GEDSI is at the heart of all that CAPRED does.

### Objective

The purpose of this consultancy is to engage a qualified and experienced Systems Development Coach to build the capacity of CAPRED staff in systems thinking and portfolio development, ensuring CAPRED's work aligns with its long-term goals of achieving systemic change in its domains of intervention.

### Responsibilities:

- 1. Coach the technical staff on applying the systems thinking to their work**, helping them to consider the broader, long-term implications of their portfolio on system change.
- 2. Provide strategic guidance on portfolio development** to ensure that CAPRED's activities and interventions align with Facility's systemic change objectives, rather than focusing solely on isolated project outputs and outcomes.

### Scope of Work

The Consultant will deliver the following tasks:

- Design and deliver customised coaching sessions to Domain Leads, Coordinators, and Investment Managers (IMs);
- Offer one-one-one and group coaching to ensure proper understanding and application of MRM and systems development concepts;
- Provide mentorship on using data for decision-making and strategic planning;
- Align all MRM and systems development initiatives with CAPRED's overall strategic framework;

### Qualifications

#### Essential:

- Extensive experience (10+ years) in designing and delivering systems development training programs.



- Demonstrated expertise in systems thinking, portfolio development, and applying these concepts to achieve systemic change in international development programs.
- Strong facilitation skills with a focus on building staff capacity to engage in portfolio management and systemic change considerations.
- Highly advanced written and oral English communication skills, with the ability to convey complex ideas effectively, particularly in the Cambodian culture.
- Demonstrated knowledge of the Cambodian economic, social and political context.

**Desirable:**

- Master's degree or equivalent experience in international development, gender studies, public policy, business, economics, or a related field.
- Familiarity with DFAT's approach to systemic change, contracting policies and procedures.

**Closing Date: Monday 20 January 2025**

**How to apply**

Please send your **CV only** with name and contact details (phone and email) of three professional referees with your expected daily rate to [recruitment@capred.org](mailto:recruitment@capred.org) mentioning the position you apply for in the subject line "MRM and System Development Coach". CAPRED reserves the right to make selection based on application with a CV only.

*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.*

