

Terms of Reference

Position: Monitoring and Results Measurement (MRM) and System Development Trainer, CAPRED
Reports to: MERL and GEDSI Director, CAPRED
Location: Phnom Penh, Cambodia
Period of Assignment: in August 2024
Duration: Maximum 10 working days
Employment type: Short - term Part - time
Contractual arrangement: Eligible to national and international consultant

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. and policy support. GEDSI is at the heart of all that CAPRED does.

Objective

The objective of this consultancy is to recruit a qualified and experienced Monitoring and Results Measurement (MRM) and Systems Development trainer to design and deliver a comprehensive training program for CAPRED staff and partners. The training aims to enhance the participants' skills and knowledge in monitoring, evaluation, and results measurement to improve the effectiveness and impact of CAPRED's interventions. Additionally, the consultancy aims to build the team's capacity on systems development programming, including how to plan, measure, and communicate systemic change.

Responsibilities:

- Consult with MERL & GEDSI Director and MRM Advisor to build up case-studies and content to be included in the training materials, if possible, seek the opportunities to co-facilitate with MRM Advisor
- Deliver a 5-day MRM and system development training
- Develop training package of related exercises, case studies, presentation content, and facilitator notes for the future onboarding training to new staff
- Post training debrief and recommendations for further capacity building and learning

Scope of Work



The MRM Trainer will have to deliver the following tasks:

#	Description	Deliverable	Manday
1	Training needs assessment	Training needs assessment report	3
2	Curriculum development and training materials preparation	Detailed training plan and curriculum; training materials (presentations, handouts, case studies, exercises)	
3	Training delivery	Five-days training workshop* delivered	5
4	Travel		2
Total			10

*Note: The detail agenda is subject to discussion once the Trainer is selected.

Qualifications

Essential:

- Extensive experience (more than 10 years) in designing and delivering MRM and systems development training programs following the DCED Standards for diverse audiences.
- Highly advanced written and oral English communication skills with a track record of effectively sharing learnings and research.
- Strong facilitation skills with the ability to engage participants and foster a collaborative learning environment.

Desirable:

- Master's degree or equivalent experience in international development, gender studies, public policy, business, economics, or a related field.
- Knowledge and experience with DFAT contracting policies and procedures.
- Knowledge of the Cambodian context.

Closing Date: 7 July 2024

How to apply

Please send your cover letter and CV with name and contact details (phone and email) of three professional referees with your expected daily rate to recruitment@capred.org mentioning the position you apply for in the subject line "Monitoring and Results Measurement (MRM) and System Development Trainer".

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.

Only applicants shortlisted will be contacted for interview.

