**Terms of Reference**

**Position:** Investment Manager (Infrastructure)

**Domain**: Infrastructure

**Reports to:** Infrastructure Coordinator

**Location:** Phnom Penh, with possible travels to provinces

**Period of Assignment:** February 2025 to February 2026 (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**

This entrepreneurial role requires a **curious, analytical, and creative mindset**, combined with the ability to establish and sustain partnerships with public and private organisations. Key responsibilities include analysing the incentives of potential partners by leveraging qualitative and quantitative socio-economic data, and interpreting incomplete information, as well as navigating ambiguous or chaotic inputs. The role also emphasises promoting practical solutions or innovations that align with partners’ incentives, alongside negotiating and managing these partnerships.

We encourage applications from talented fresh graduates, as well as individuals with corporate or start-up experience, as we prioritise initiative, innovative thinking, and a growth mindset over sector-specific expertise.

The ideal candidate is capable of navigating more independently in the complex adaptive system or uncertain situation while thriving inter-dependently within a collaborative team environment.

The ideal candidate excels at navigating in uncertain situations independently, while also thriving in a collaborative, team-oriented environment.

**Roles and Responsibilities**

* Collect and analyse qualitative and quantitative socio-economic data to identify opportunities for resilient and inclusive infrastructure projects.
* Conduct stakeholders’ incentive analysis using economic perspectives to understand motivations and barriers.
* Apply analytical and creative problem-solving skills to make sense of the incomplete and/or ambiguous information
* Maintain the ability to "zoom in" for detailed analysis and "zoom out" for a broader strategic perspective.
* Promote innovative, practical solutions that align with stakeholder incentives.
* Establish and maintain strong relationships with public, private, and development partners.
* Negotiate, formalise, and manage partnerships to ensure the effective delivery of infrastructure projects.
* Communicate ideas and project narratives through strong storytelling and writing skills.
* Navigate in uncertain situations independently as well as collaborate inter-dependently within a multidisciplinary team.

**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 Infrastructure 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.
* Curious, analytical, and creative mindset, with the ability to make sense of ambiguity.
* 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:** We are looking for the right candidate, so there is no formal closing date for applications. But if you are interested, please submit your application as soon as possible. We will be reviewing applications on an ongoing basis.

***Please note that applications may be retained in a candidate pool for future hiring needs. Unsuccessful candidates for this position may be considered for future employment opportunities with similar qualifications.***

**Application**

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

*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.