**Terms of Reference**

**Position:** Renewable Energy Specialist (Infrastructure)

**Reports to:** Infrastructure Coordinator

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

**Period of Assignment:** March 2025 to March 2026

**Employment type:** Full time consultant with the 6-month contracting period at the first engagement and high possibility of extension based on the performance.

**Contractual arrangement:** It is eligible for Cambodian residents/citizens only

**Program Background**

***Are you a team player who thrives in a fast-paced environment? Are you looking to grow and develop your skills in the development sector? Join our dynamic team to support impactful renewable energy development.***

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: i). Agriculture and Agro-processing, ii). Trade, Investment and Enterprise Development, and iii). 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 Renewable Energy Specialist will play a crucial role in managing the technical aspects of renewable energy and energy efficiency projects. This position demands strong analytical, critical thinking, and proactive skills, coupled with a curious and innovative mindset. The ideal candidate must possess the ability to independently build and maintain relationships with both public and private entities within the energy sector.

The specialist will provide technical support and energy engineering expertise across CAPRED's initiatives, including the integration of renewable energy (RE), the promotion of energy efficiency (EE) practices, and the adoption of electric vehicles (EVs).

Ideal applicants for this role should exhibit high curiosity and possess an innovative and proactive approach. They must be adept at working independently and collaboratively while navigating complex and uncertain work environments. Highly motivated and talented individuals, including recent graduates, who possess these characteristics and competencies are strongly encouraged to apply.

**Roles and Responsibilities**

1. **Essential roles**

**Technical skill**

* Conduct technical and financial analysis on energy systems, technologies and applications most suitable for the Cambodian energy context.
* Provide engineering input and feedback on energy efficiency related deliverables, and energy audit processes and reports.
* Conduct technical reviews and provide practical energy engineering advice for designing and implementing projects related to RE integration, EE promotion, and EV adoption.
* Ensure quality control and assurance for assigned intervention documents within the Energy Portfolio.

**Project management**

* Conduct an analysis of the energy sector to understand the roles and incentives of relevant stakeholders and identify how CAPRED can address sector development hurdles.
* Provide critical analysis based on limited data and ambiguous information and propose innovative initiatives that are commercially viable and promote resilient and inclusive projects under the Energy Portfolio
* Utilize a strategic zoom-out and zoom-in approach to frame intervention activities of the Energy Portfolio, adapting to dynamic changes in the broader development perspective and energy markets.
* Develop innovative and practical solutions that are commercially viable and align with stakeholders’ interests.
* Collaborate with a multidisciplinary team to conduct scoping and assessment studies for intervention design and pitching.
* Coordinate with the GEDSI team to ensure all GEDSI principles are incorporated into intervention design and implementation.
* Work with the Monitoring, Evaluation, Research, and Learning (MERL) team to assess the impact of interventions and scale up successful initiatives.
* Partner with the communications team to produce content and products that illustrate project impact.
* Collaborate with other technical teams to build synergies and enhance intervention effectiveness.
* Contribute to team efforts in planning, budgeting, progress updates, and report writing.

**Stakeholder engagement**

* Develop and manage partnership agreements to ensure smooth and efficient implementation of intervention activities.
* Maintain strong relationships with the government to build consensus and influence policy.
* Act as the focal point for effective communication with engaged partners, monitoring and evaluating the progress of intervention activities, and capturing successful case studies of project impacts.
* Perform other relevant tasks and activities as requested by Domain management.

**Compliance**

* Ensure stakeholders operate within Cowater and DFAT-related codes of conduct and policies, including inclusion-related policies such as Child Protection, PSEAH, antifraud and corruption, value for money, and others.
* Incorporate GEDSI principles in the design and implementation of interventions.

1. **Essential Criteria**

* At least a bachelor's degree in electrical engineering, renewable energy, or related fields, preferably from international scholars. Fresh and aspiring graduates are encouraged to apply.
* Strong technical knowledge in designing renewable energy generation projects such as solar farms, solar rooftops, energy storage systems, energy audits, energy efficiency measures, and EV infrastructure.
* Extensive knowledge of the rules, regulations, and norms of the electricity system and renewable energy in Cambodia is preferred.
* Extensive experience in renewable energy, electrical engineering, energy policy, or related fields
* Strong analytical and research skills to conduct comprehensive assessments and identify areas for improvement.
* Proven track record in project monitoring and evaluation.
* Strong commitment to integrating and incorporating GEDSI principles and climate change initiatives.
* Excellent communication and coordination skills.
* Curious and creative mindset, with an openness to learning new things, tackling challenges, and seeking advice for improvement.
* Strong command of the English language, both oral and written, with the ability to produce high-quality content.

This is a full-time position with a competitive daily rate commensurate with qualifications and experience.

**Closing Date:** We are seeking the most qualified candidate and therefore do not have a formal application deadline. We encourage interested applicants to submit their applications as soon as possible. We will begin reviewing applications on a rolling basis, starting one to two weeks after this announcement is posted.

***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 “Renewable Energy Specialist (Infrastructure)”.

**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.

*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.*