**Terms of Reference**

**Position:** Investment facilitation specialist

**Reports to:** Trade, Investment and Agri-food Innovation Lead

**Location:** Phnom Penh, Cambodia

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

**Duration:** 12 months, with possible extension

**Employment type:** Part-time consultant (average 8 working days per month)

**Contractual arrangement: “eligible for individual (local or international) expert”**

**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.

**Position Summary**

This expert will proactively identify and attract foreign investors to Cambodia's agri-food sector and other associated sectors, facilitating JVs, M&As, and greenfield projects. The expert will work closely with the CARPED team to provide comprehensive support to investors throughout the investment process, including negotiation and liaison with the Royal Government of Cambodia (RGC). Additionally, the expert will build the CAPRED team's capacity in investor engagement and relationship management.

**Key Deliverables**

Key deliveries of the Investment Facilitation Specialist:

* **Agri-food Industrial Park (AIP):** Provide technical support to potential local AIP private developers in creating suitable business plans and masterplans and guide them through the process to prepare for business matching with regional investors.
* **Investment Facilitation:** Identify effectively engage and establish relationship with offshore quality investors interested in the Cambodian agri-food sector and related fields, including those seeking joint ventures (JVs), mergers and acquisitions (M&A), and direct investment (greenfield projects) opportunities.
* **Investment Readiness Program:** Advise the Trade and Investment team on effective managing the investment readiness program. This includes offering comprehensive support to investors and enterprises throughout the investment process, such as guidance on legal and regulatory frameworks, investment incentives, and market entry strategies.

**Roles and Responsibilities**

* Proactively collaborate with the team to identify and attract offshore investors to Cambodia, particularly in the agri-food and associated sectors. Ensure deliverables are on schedule and meet the required standards.
* Work closely with national counterparts to build cooperative relationships and establish CAPRED as an effective partner.
* Provide mentoring and coaching sessions for the CAPRED team in areas such as best practices in investor engagement and relationship management, investment negotiation, and facilitation, with a focus on JV and M&A transactions.
* Lead to identify and communicate target potential offshore investors with a strong interest in the Cambodian agri-food sector, including those seeking joint ventures (JVs), mergers and acquisitions (M&A), and direct investment (greenfield projects) opportunities.
* Conduct thorough due diligence on potential investors to assess their financial capacity, track record, and alignment with project objectives.
* Work with CAPRED team to provide comprehensive support to investors and enterprises throughout the investment process, including guidance on legal and regulatory frameworks, investment incentives, and market entry strategies. This includes supporting multinational enterprises (MNEs) and small and medium-sized enterprises (SMEs) in developing market/expansion plans as needed.
* Facilitate negotiations between foreign investors and local businesses to establish JVs or complete M&A transactions.
* Work closely with the CAPRED team to act as a liaison between investors and Royal Government of Cambodia (RGC) officials, providing expert advice and support during investment negotiations.
* Develop and maintain a comprehensive database of investment projects, including JVs and M&A transactions, tracking key metrics such as investment value, job creation, and sector impact.
* Monitor the progress of investment projects and provide regular updates to CAPRED team
* Work on other tasks as requested or assigned by the Trade, Investment and Agri-food Innovation lead.
* Ensure stakeholders will 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.
* Commitment to championing GEDSI principles across the Facility.
* Commitment to championing environmental sustainability and climate action across the Facility.
* Commitment to championing environmental, social and good governance investment frameworks, including anticorruption.

**Selection Criteria**

* A master's degree in Investment and Banking, Business Administration, or a related field.
* At least five years of professional experience in private investment management, investment promotion, and facilitation, preferably in the agri-food sector and other associated sectors.
* A proven track record in successful investment facilitation, including JVs, M&A transactions, and investment matchmaking between local and foreign investors is required.
* Demonstrated extensive professional networks with local and offshore investors within agri-food processing sectors is a plus.
* Demonstrated high-level stakeholder management skills, including professional experience working with the private sector (SMEs, multinational enterprises, and investors) and RGC partners (preferably MEF and CDC) on the investment process. This includes providing guidance on legal and regulatory frameworks, investment incentives, and market entry strategies.
* Demonstrated knowledge and experience implementing Gender Equality, Disability, and Social Inclusion (GEDSI) principles into programming.
* Excellent verbal and written communication skills in Khmer and English are essential.
* Demonstrated ability to work constructively as part of a cohesive team including coaching team on investor engagement and relationship management.
* Demonstrated experience and commitment to addressing GEDSI (especially gender equality) both internally in organisations and in external/ program work, including a deep understanding of power dynamics (preferably in the Cambodia context).
* Demonstrated experience in the Cambodian political context.

This is not a full-time position, and days worked will be agreed in advance. The average commitment is envisaged to be 8 days per month. A day rate will be payable monthly in arrears on submission of timesheet and invoice. The rate will be being commensurate with qualifications and experience. This position may be assessed on applications only, depending on the applications received.

**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.

**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](mailto:recruitment@capred.org) mentioning the position you apply for in the subject line “Investment Facilitation Specialist”.

*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.