
Terms of Reference

Position: Supermarket Linkages Research Consultant

Reports to: Lead Economist

Location: Phnom Penh, Cambodia

Period of Assignment: April 2025 – May 2025

Duration: 12 working days over approximately 4 weeks (with the possibility of extension into a full research assignment and an extended timeframe, depending on performance and project needs).

Employment type: Short-term Consultancy

Contractual arrangement: Eligible for Cambodian residents/citizens only

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.

Position Summary

CAPRED is seeking a highly motivated and experienced consultant with strong organisational, analytical, and communication skills to assist in assessing the constraints and opportunities associated with increasing supermarkets' domestic linkages (that is, the share of local products sold by supermarkets in Cambodia). The consultant will conduct targeted research to evaluate the supply and demand dynamics within supermarket value chains. The work will primarily include interviews with agricultural producers, supermarkets, retailers and distributors/collectors.

If the initial research identifies potential areas for further exploration, the study is likely to be extended into a longer-term research project, and subsequently a potential pilot linkages program.

Responsibilities

The consultant will undertake the following activities:

1. Inception Phase:

- Review CAPRED's existing contacts with producers, supermarkets, retailers, and other value chain actors (such as distributors) and propose additional value chain actors.
- Desk review of relevant government policies.
- Develop a detailed work plan with clear deliverables.

2. Data Collection and Analysis:

- Conduct interviews with value chain actors and relevant government stakeholders.



- Review existing local products on the shelves at supermarkets.
- Analyse constraints and opportunities for improving supermarket linkages.

3. Report and Recommendations:

- Develop a research report summarising key findings.
- Present findings to CAPRED and other stakeholders.
- Recommend next steps and areas for future research.

Scope of Work

#	Key Tasks	Deliverables	Allocated Working Days
1	Initial meeting with CAPRED and methodology development	- Work plan - Develop a template for semi-structured interviews	2 days
2	Data collection and analysis	- Interviews - Synthesizing findings, identifying patterns, structuring key insights	7 days
3	Report writing	- Draft short research report (PowerPoint and Short Report)	2 days
4	Presentation to CAPRED and finalise report based on comments.	- Presentation and recommendations - Incorporate CAPRED comments	1 day
Total			12 days

Compliance

- Comply with DFAT, Cowater and CAPRED policies on gender, disability, fraud and anticorruption, child protection, and the environment.
- Maintain high standards of conduct, especially regarding the child abuse or risks to children and prevention of sexual exploitation, abuse and harassment.
- Proactively identify and report risks and manage risks within your level of accountability.

Selection Criteria

- Understanding of, and work experience in, agricultural value chains. (Experience with market linkage programs is not required but highly desirable).
- Strong expertise in private sector development approaches. (Knowledge of supermarket supplier requirements is not required but highly desirable).
- Demonstrated ability to conduct qualitative research, including semi-structured interviews.
- Strong analytical, reporting, and presentation skills.
- A Master’s degree or equivalent experience in commerce, business administration, international business, trade, economics, agribusiness, or a related field.



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- Experience working with development programs, donor-funded projects, or international organizations is preferred.

Closing Date: Applications will be reviewed on a rolling basis so please apply as soon as possible. The application process will close once the position is filled, or if not, on 31 March 2025.

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 "Supermarket Linkages Research Consultant".

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.

