**TERMS OF REFERENCE**

**Position:** Investment Promotion Manager

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

**Location:** Phnom Penh, Cambodia

**Period of Assignment:** November 2025 to October 2026

**Duration:**  12 months with possibility to extension

**Employment type:** full-time consultant (average 20 working days per month)

**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**

The Investment Promotion Manager will play a pivotal role in strengthening Cambodia’s investment ecosystem. This includes facilitating investor-investee linkages, supporting strategic investment promotion efforts, and engaging with the Cambodian diaspora to foster bilateral investment opportunities especially between Cambodia and Australia. The role offers a unique opportunity to work at the intersection of public policy, private sector development, and international cooperation.

We welcome applications from experienced professionals, early-career talent, and individuals with backgrounds in corporate, startup, or development sectors who are passionate about driving inclusive and sustainable economic growth.

**Roles and Responsibilities**

* Take on an entrepreneurial role, which requires creativity, proactive thinking, and problem-solving skills.
* Conduct sector-specific market research to identify potential trade and investment interventions especially to strengthen Cambodia–Australia trade and investment ties.
* Perform financial analysis and projection for informed investment opportunities and linkages between off-shore, on-shore investors and local SMEs.
* Work with the team to conduct business diagnostic to identify gap and develop strategic actions to address those gaps.
* Lead the coordination with investors throughout the project cycle—from initial inquiry and investment decision, and advisory firms to pilot finance and investment solutions, monitor progress, gather data, and scale up successful models that generate inclusive economic growth.
* Coordinate with the investment public agency to develop and implement investment policy interventions that improve the regulatory environment and sector competitiveness.
* Promote innovative, practical solutions that align with stakeholder incentives.
* Establish and maintain strong relationships with public, private, and development partners.

**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.
* Work in a way that promotes social inclusion and gender equality, is sensitive to cultural and gender issues in Cambodia, and is disability inclusive.
* Commitment to championing environmental sustainability and climate action across the Facility.

**Essential Qualifications**

* At least bachelor’s degree in international Trade, Investment, Business, Economics, Public Policy, Accounting and Finance or related fields.
* Minimum 5 years of experience in investment promotion, private sector development, or related fields (agri-food, logistics, green energy preferred). Proven experience in investment analysis or Mergers and Acquisitions work is a plus.
* Proven knowledge and experiences in agriculture and agro-processing industry in Cambodia
* Strong stakeholder engagement skills, including experience working with government agencies (CDC, MOC, MEF, etc.), private sector, and development partners.
* Strong project management skills and able to work with minimum supervision
* Proven ability to integrate GEDSI principles into program design and delivery.
* Excellent teamwork
* Excellent communication skills in Khmer and English.

Desirable Attributes

* Knowledge of Cambodia’s investment laws, public-private partnerships, and economic development policies.
* Experience in corporate or startup environments.
* Strong analytical, presentation, and report-writing skills.
* Willingness to travel and work in provinces as needed.
* A growth mindset, adaptability, and a collaborative spirit.

We prioritise talent, potential, and the right mindset over extensive experience.

This is a full-time position with attractive daily rate remuneration package 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 Promotion Manager ”.

*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.*