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## Terms of Reference

**Position: Agriculture Lead**  
**Reports to: Facility Director**  
**Location: Phnom Penh**  
**Period of Assignment: December 2024 - November 2025**  
**Duration: one year with the possibility of extension**  
**Employment type: Full-time employment**  
**Contractual arrangement: “eligible for Cambodian residents/citizens”**

### Program Background

The CAPRED Facility is Australia’s flagship bilateral economic development program in Cambodia. It focuses on economic recovery and resilience over the next four years, with a possible three-year extension.

The Facility supports Cambodia in implementing economic interventions and reforms to accelerate the country’s economic transition. These interventions and reforms encourage productive and inclusive public and private investment and promote a resilient, inclusive, and sustainable economy (RISE).

CAPRED interventions fall under three technical components: Agriculture Production; Agro-processing, Trade, Investment, and Enterprise Development; Infrastructure Development; 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 Agriculture Lead reports to the Senior Private Sector Development Advisor. The lead would guide the team to work with various public and private sectors and other relevant stakeholders to build an environment that will enable the development of the agricultural sector in Cambodia.

### Roles and Responsibilities

As a Senior Management Team (SMT) member, this position leads a domain within CAPRED. The lead is expected to perform the following:

#### 1. Leadership

- Guide and manage the Agriculture domain with strategic vision and ensure timely, high-quality outputs.
- Ensure effective integration with CAPRED’s overall objectives.
- Provide strategic advice to the SMT on program strategy and operations.
- Uphold Australia’s and CAPRED’s reputation and model ethical behaviours in line with DFAT’s code of conduct.

#### 2. Technical

- Analyse Cambodia’s economic sectors to identify key trends, market drivers, and innovation opportunities.

- Identify challenges and constraints across sectors and collaborate with public and private partners to develop pilots and scale business models that create value, improve efficiency, enhance competitiveness, and drive inclusive growth
- Develop and oversee a portfolio of market-driven interventions focused on increasing productivity, innovation, and competitiveness, ensuring alignment with CAPRED's strategic logic.
- Supervise and support the team of intervention managers in pitching ideas, developing concept notes, and formulating partnership agreements.

### 3. Compliance

- Ensure all activities comply with Australian and Cambodian laws, including financial compliance. Adhere to Cowater and DFAT codes of conduct, including policies on child protection, antifraud, and inclusion.
- Ensure GEDSI, climate resilience, and environmental considerations are embedded in all projects.
- 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.

### 4. Stakeholder relationship

- Build strategic relationships with government, private sector, and development partners.
- Represent CAPRED/DFAT in public forums, advocating for inclusive and sustainable economic growth.

#### Others

- Other tasks as directed by the Facility Director.

### Selection Criteria

#### Qualifications

- Master's degree or equivalent in economics, business administration, development studies, or a related field.
- Strong command of the English language, both oral and written, with the ability to produce high-quality content.

#### Essential Criteria

- 5+ years of experience managing development projects or working in a fast-paced corporate environment or start-up.
- Demonstrated project management, communication, and stakeholder relationship skills.
- Growth mindset, with a willingness to learn, tackle challenges, and seek improvement.

This role welcomes applicants from the private sector, especially those with expertise in innovation, product, or market development beyond the agriculture and development sectors.

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This is a full-time position with an attractive monthly remuneration package commensurate with qualifications and experience.

**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.**

### **How to apply**

Please send your cover letter and CV with the name and contact details (phone and email) of three professional referees to [recruitment@capred.org](mailto:recruitment@capred.org), mentioning the position you are applying for in the subject line "Agriculture Lead"

*Cowater International is an equal opportunity employer, basing employment on merit and qualifications related to professional experience and position expectations. Cowater does not discriminate against any employee or applicant based on 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 supports 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 an interview.

