**Terms of Reference**

**Position:** Systemic change research consultant

**Reports to:** GEDSI and MERL Director

**Location:** Phnom Penh, Cambodia

**Contract Type:** Consultancy

**Duration:** Up to 40 working days over the six-month period

**Contractual arrangement:** Open to local and international candidates. Individuals and firms may apply.

**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 highly motivated Consultant with excellent organisational, analytical, and communication skills to assist the CAPRED team in understanding the progress and impact of its intervention, identify lessons learned, and propose next steps to further catalyse the systemic change in Cambodia’s water sector. Specifically, this research will:

* Document systemic change signs resulting from CAPRED’s water portfolio activities.
* Analyse the drivers and enabling factors behind observed systemic changes.
* Evaluate the role of key stakeholders in contributing to these changes.
* Identify lessons learned and potential leverage points to amplify systemic impact.
* Providing actionable recommendations for scaling and sustaining systemic changes.

**Scope of work**

1. **Inception phase – remote**

* Conduct a desk review of existing documentation, reports, and data related to CAPRED’s water portfolio interventions.
* Develop an inception report summarising key secondary research finding.
* Outline system map, data gaps and primary research methodology, including actors to be interviewed, sampling, key research questions, and timeline. The system map and research plan must consider

1. **Systemic change mapping – remote and in-country**

* Conduct team training (CAPRED team and enumerators) on the research plan.
* Support the team to conduct fieldwork/primary research, including, but not limited to, joining them for field visits, regularly checking raw data entered and alerting the field team if any changes need to be made.
* Ensure that the team is capturing both qualitative and quantitative data, as well as following the trail.
* Clean and analyse the collated data, including the interconnections between interventions, stakeholders, and outcomes.
* Engage with key stakeholders, including CAPRED, government agencies, private sector players, development partners, and community representatives, to validate findings and gather insights.
* Highlight the role of these stakeholders in facilitating and sustaining systemic changes.

1. **Report delivery**

* Develop a presentation of key findings.
* Write the report on the systemic changes observed, CAPRED’s contribution to the changes, and recommendations for scaling and sustaining systemic changes.

**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**

* Demonstrated expertise in systemic change research, particularly in water resource management and policy analysis.
* Experience in conducting assessments of donor-funded programs and documenting systemic impacts.
* Strong understanding of inclusivity, gender-responsive approaches, and climate resilience in development programming.
* Proven ability to engage with diverse stakeholders, including government, private sector, and community representatives.
* Excellent analytical and communication skills, with experience producing high-quality reports and presentations.
* Strong communication and interpersonal skills with the ability to work effectively in a team setting.
* Detail-oriented with a focus on accuracy and quality.

**Closing Date: 20 February 2025**

**How to apply**

Interested consultants/teams are invited to submit the following documents:

* A technical proposal outlining the approach, methodology, and timeline.
* A financial proposal with a detailed budget breakdown.
* CV(s) of the consultant/team members highlighting relevant experience.
* Samples of previous work or references.

Applications should be submitted to to [recruitment@capred.org](mailto:recruitment@capred.org) by **5:00pm Phnom Penh time,** **20 February 2025** with the subject line "**Systemic Change Research**."

Only the shortlisted applicants will be contacted for interviews.

*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.*