



Royal Government of Cambodia
Council for the Development of Cambodia

Research Manager for the Industrial Development Policy Terms of Reference

Background

The Royal Government of Cambodia's Industrial Development Policy (2015-2025) is presented as the Government's "New Economic Growth Strategy". It aims to modernize Cambodia's industrial structure to be "skills-driven" by 2025 with a core objective to "address structural challenges & to invest in key industrial infrastructure". The Industrial Development Policy (IDP) sets out the Royal Government's vision to link with global value chains & integrate with regional production networks; strengthen production linkages, competitiveness & productivity; and ultimately move towards technology/knowledge based industry.

The Royal Government provides a full mandate to the Council for the Development of Cambodia (CDC) in terms of policy decision-making, designing and implementing plans, and addressing challenges in the industrial sector to lead, coordinate and enhance the implementation of the IDP.

An IDP Secretariat, which comprises 20 CDC staff, has been established to support CDC management in implementing its IDP mandate. The Secretariat's main tasks include supporting CDC management in coordination (at national and sub-national levels and with private sector and development partners), research, monitoring and reporting.

The IDP's research-related objectives

Producing policy-relevant research that can be readily translated into briefings to inform senior Government decision-makers is an important part of the IDP Secretariat's work. In 2018, the IDP Secretariat will be tasked with producing research and policy recommendations in the following areas: (i) agro-industry, (ii) TVET, (ii) SMEs, (iv) transport/logistics and energy, and (v) the transformation of the Sihanoukville Province into a model multi-purposed SEZ following the concept of a Special Administrative Region.

The IDP Secretariat is responsible for designing and managing the research agenda under the oversight of CDC management. Some of this research to be produced will be contracted out, some will be conducted directly in-house and the remainder will be implemented jointly with other ministries and agencies of the Royal Government. The IDP Secretariat's objective in all cases is to ensure that research is of sufficient relevance and quality to inform IDP policy-makers and decision-making.

Responsibilities of the Research Manager

Under the supervision of the Head of the IDP Secretariat, the Research Manager is expected to support the Secretariat in all research related activities. Tasks and responsibilities include working with the IDP Secretariat staff on the following tasks:

- (i) Identify an annual research agenda that is relevant to the immediate and medium-term needs of the IDP as determined by the Inter-Ministerial Committee and CDC management;
- (ii) Formulate a research workplan that determines responsibilities, timelines and budgets with work clearly indicated according to whether it is to be contracted out, implemented in-house or managed with other RGC ministries and agencies;
- (iii) Support IDP Secretariat staff in conducting research under the responsibility, including: (a) to develop Terms of Reference and design methodology; (b) implement research assignments; and (c) translate research findings into policy papers;
- (iv) Provide direct leadership on selected research issues agreed with the Head of the IDP Secretariat;
- (v) Under the direction of the Head of the IDP Secretariat, provide advisory inputs and support to research assignments implemented by non-CDC entities;
- (vi) Develop and deliver a mentoring programme to strengthen research capacities among Secretariat staff;
- (vii) Ensure that research from all sources is translated into policy relevant findings and recommendations to be presented to CDC management;
- (viii) Participate in other IDP networking and outreach activities, including study visits and field missions, as directed by CDC management and the Head of the IDP Secretariat.

Qualifications and competencies

- Master's Degree. PhD preferred.
- At least 5 years of relevant research-focused work experience
- Track record of leadership in research and production of published work
- Strong qualitative and quantitative research skills
- Commitment to developing capacities in others
- Team-working skills

Deliverables

- Research workplan (annual)
- Training and delivery of a mentoring plan in research for IDP Secretariat
- Inputs to IDP Secretariat research assignments
- Inputs to IDP policy papers
- Quarterly progress reports

Management and contract arrangements

The Research Manager reports to the Head of the IDP Secretariat. S/he will also receive advisory inputs from the CDC management. Advisory support and logistics will be provided by UNDP's Partnerships for Development Results project.

The contract will be for one year and is renewable subject to satisfactory performance. A competitive salary and benefits package is provided.

A full Job Description and Terms of Reference are available at www.cambodiainvestment.gov.kh/job-announcement.html. A competitive salary and package of benefits are available. Applicants should send a CV, a cover letter summarizing their competencies and suitability, and an example of their written work to strategy.cib@gmail.com. The closing date for applications is 15th December 2017.