

# Kingdom of Cambodia Nation Religion King

Ministry of Agriculture  
Forestry and Fisheries

Ministry of Education  
Youth and Sport

## Royal University of Agriculture

Higher Education Improvement Project (HEIP)  
Credit No. 6221-KH

### Terms of Reference (ToR) for “Graduate research assistant for SGA08”

#### I. Background

The Higher Education Improvement Project (HEIP) was approved by the Board of Directors of the World Bank on April 26, 2018 and became effective on 17 September 2018. The HEIP activities are funded by an International Development Association (IDA) Credit of US\$ 90.0 million equivalent and US\$2.5 million from the Royal Government of Cambodia. The project is expected to be implemented over a 6-year period – starting in July 2018 and ending in June 2024.

The project main beneficiaries include: support activities in five targeted public Higher Education Institutions (HEIs), relevant departments in the Ministry of Education, Youth and Sport (MoEYS), and selected private HEIs. The public HEIs include three within Phnom Penh – the Institute of Technology Cambodia (ITC), the Royal University of Agriculture (RUA), the Royal University of Phnom Penh (RUPP), and other two in the provinces – the Svay Rieng University (SRU) and the University of Battambang (UBB). The Phnom Penh-based public HEIs were selected because they represent the top institutes in the areas of Science, Technology, Engineering and Mathematics (STEM) and Agriculture education and research in the country. The two provincial HEIs, one in the northwest bordering on Thailand and the other in the south-east bordering on Vietnam, were selected because of their geographical proximity to Special Economic Zones and economic corridors that have a high volume of cross-border trade, thus increasing HEI-industrial linkages and graduate’s labor market participation. In addition, since private HEIs enroll one-third of students in STEM and Agriculture, this project will support selected private HEIs that mainly provide courses in STEM, Agriculture, and other priority subjects in line with the Industrial Development Policy (IDP) 2015-2025. These private HEIs will be competitively selected through a call for proposals.

The direct beneficiaries of HEIP include approximately 16,356 students (5,070 females: 31.0 percent) in the relevant departments at targeted HEIs who will enhance learning from: (a) improved teaching; (b) additional research opportunities; (c) more learning materials; and (d) upgraded facilities. Other beneficiaries include academic staff at targeted HEIs who will benefit from the higher education partnership programs and research funds. In addition, MoEYS staff members from selected departments and HEIs will benefit from sectoral governance activities supported by the project. Female students will in particular benefit from the building of dormitories, increasing access and retention in the program.

This project also aims to strengthen the system of higher education through the improvement of quality assurance mechanisms; expansion of information systems; and support the development of legislation for autonomous HEIs. These activities will be implemented by Directorate General of Higher Education (DGHE) and the Accreditation Committee of Cambodia (ACC).

#### II. Project Development Objectives

The Project Development Objective (PDO) of HEIP is to improve the quality and relevance of higher education and research mainly in STEM and Agriculture at targeted HEIs and to improve governance in the sector.

#### III. PDO-Level Results Indicators

The PDO Indicators are:

- a) Number of HE partnership programs evaluated as modest or higher by expert panels (to measure quality)
- b) Number of research projects in collaboration with industry completed (to measure relevance)
- c) Number of HEIs that completed accreditation process (to measure governance and quality).

This position supports PDO indicator “Number of HE partnership programs evaluated as modest or higher by expert panels”

#### IV. Project Components

There are four main components as follows:

1. Component 1: Improving Teaching and Learning Capacity
2. Component 2: Improving Research in STEM and Agriculture
3. Component 3: Strengthening Sectorial Governance and Project Management
4. Component 4: Contingent Emergency Response

This position supports component 2: Improving Research in STEM and Agriculture

#### V. Objective of the Assignment

The Royal University of Agriculture (RUA) is one of the HEIP project's beneficiaries, and we are now seeking for a qualified candidate to fulfill the position of **“Graduate Research Assistant”** which will be based at the Division of Research and Extension for the research project entitled **“Peanut industry improvement in Cambodia through interdisciplinary research on improved cultivars, crop management, aflatoxin mitigation and prototypes for small scale processing (SGA08)”**. The general objective of this project is to improve peanut industry in Cambodia, by focusing on key strategic aspects such as evaluating of improved peanut cultivars, identifying and documenting important pests and diseases, aflatoxin mitigation, optimizing crop management practices with reduced chemical inputs, feasibility studies for small scale processing, and capacity building of local farmers and other stakeholders through participatory approaches with linkage to gender. These, we envisage, could do a part help improve farmers' income, small and medium peanut industry and market system, and sustainable agriculture in Cambodia at large.

#### **VI. Scope of Work**

1. Mainly base at the three peanut field researches in Kampong Cham and Tbong Kmom Provinces.
2. Look after the field and work closely with collaborative farmers and local extension workers for smooth and accurate results for the experiments.
3. Help and look after data collection for field experiment at fields, field survey data, soil sample collection and download climatic data from all microclimate station at fields.
4. Help coordinate with local farmers and local peanut processing enterprise for farmers' field schools and industrial visit.
5. Conduct preliminary data entry, analyses and field technical reports.
6. Complete and fulfill all requirements with the Graduate School for his/her Master Degree in Crop Science at RUA.
7. Perform other tasks assigned by the sub-project manager related to the research and HEIP project.

#### **VII. Location**

The selected candidate is expected to be based at the Division of Research and Extension, RUA. S/he is required to participate frequently in field experiments, training programs, and data collection, organized at provinces.

#### **VIII. Qualifications and Experience:**

1. Bachelor Degree in Agronomy, or related fields;
2. One year experience in similar position is preferable;
3. Willing and have passion to work at fields at the provinces;
4. Proficient in using Microsoft Offices, Internet, email and statistical analyses;
5. Good English proficiency;
6. Honest, able to work with less supervision, and good communication and team-work skills;
7. Punctual and organized;
8. Willing to learn new things

#### **IX. Term**

The position will start as early as possible, with 3-month probation, 1-year contract, and possible to renewed.

Interested applicant should submit:

1. Cover letter
2. Up-to-date CV with two referees
3. Copy of any obtained degrees, and other related certificates

not later than **30 April 2021** by sending to E-mail: [heippr@rua.edu.kh](mailto:heippr@rua.edu.kh) cc [nsopheap@rua.edu.kh](mailto:nsopheap@rua.edu.kh), [thokimeang@rua.edu.kh](mailto:thokimeang@rua.edu.kh)

With the subject stated as **“Graduate research assistant for SGA08”**

**Attention to** Ms. Nhim Sopheap,

Any information related to this position, please contact to Tel: 085999457