

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) Terms of Reference (ToR) for “Research Assistant” For Sub-project: Digitizing Herbarium collection and conservation of Native Species in Cambodia (SGA09)

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 **"Research Assistant"** which will be based at the Faculty of Forestry Science for the research project entitled **"Digitizing Herbarium collection and conservation of Native Species in Cambodia (SGA09)"**. The general objective of this research is to collect the specimens of flora species for digitizing herbarium collection, seed germination monitoring and provide recommendations to support the policy-making of conservation of native species. This research objective can be achieved through collecting, storing, germination monitoring, and publishing in collaboration with FA and Mendel University.

VI. Scope of Work

To support sub-project to implement the research activities: covering

1. Assist in project team in developing research methodology.
2. Assist in collecting, validating and analyzing data.
3. Support the project activities in all implementation process (design, planning, implementation, monitoring, evaluation and reporting).
4. Participate in field data collection and field report writing.
5. Arrange logistic and accommodation when necessary.
6. Coordinate and communication with partners and stakeholders to conduct activities.
7. Performed any other project-related tasks as assigned by project management team.
8. Respond for other assigned tasks by project team leader.

V. Role

The successful candidate will work under supervision of the Research Assistant, of sub-project "Digitizing Herbarium collection and conservation of Native Species in Cambodia (SGA09)", Faculty of Forestry Science.

VI. Location

The selected candidate is expected to be based at the Faculty of Forestry Science, RUA. S/he is required to participate occasionally in meetings, data collection, training programs, and others, organized at provinces or RUA.

VIII. Qualifications and Experience:

1. Bachelor's degree in forestry field, agriculture and other related field
2. At least 1 years experiences working in forestry field.
3. Some experiences in forest research are prefer
4. Be able to go to field with high commitment
5. Some experience in GIS and remote sensing would be an advantage
6. Good communication skill
7. Good spoken and written English
8. Good PC skill (Microsoft office application)
9. One-year experience in similar position is preferable;
10. Honest, able to work with less supervision, and good communication and team-work skills;
11. 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

All applications should be delivered not later than **30 April 2021**

by sending to the address E-mail: heippr@rua.edu.kh cc nsopheap@rua.edu.kh, kimsoben@gmail.com

With the subject stated as **"Research Assistant for SGA 09" Attention to** Ms. Nhim Sopheap,

Any information related to this position, please contact to Tel: 012724686