

**MINISTRY OF AGRICULTURE, FORESTRY AND FISHERIES**  
**CLIMATE-RESILIENT RICE COMMERCIALIZATION SECTOR DEVELOPMENT PROGRAM**  
Loans 3006/3007/8271 and Grants 0349/0350 - CAM

**TERMS OF REFERENCE (TOR)**

**Position: Agriculture Cum Post-Harvest Specialist/Component Leader**  
**(National, 24 person months, Fulltime)**

**Background and Objective:**

The Royal Government of Cambodia (RGC) has received loans and grants financing from the Asian Development Bank (ADB) and other sources towards the cost of the Climate-Resilient Rice Commercialization Sector Development Program (Rice-SDP) targeting Battambang, Kampong Thom and Prey Veng provinces. The Ministry of Agriculture, Forestry and Fisheries (MAFF) is an Implementing Agency of the Rice-SDP, and has established a National Implementation Office (NIO), located at the MAFF/General Directorate of Agriculture (GDA), to support the implementation of the agricultural activities. There is a need to recruit a National Agriculture Cum Post Harvest Specialist (Component Leader) to support the operations of the MAFF-NIO.

**Scope of Work:**

The Agriculture Cum Post Harvest Specialist (Component Leader) will assist and support all activities that are under the responsibility of the MAFF-NIO including Commune Agro-Ecosystem Analysis, support for improved rice seed production systems, introduction of enhanced rice production practices, and the introduction of improved post-harvest technologies. This is a fulltime position. S/he will report to the MAFF-NIO Project Director through the MAFF-NIO Project Coordinator and coordinate with the international Program Implementation Advisor.

**Detailed Tasks:**

- i. Support the MAFF-NIO in facilitating good working relationships with both private and public sector stakeholders that participate in the Rice-SDP implementation.
- ii. Coordinate and provide guidance and support to the MAFF-NIO team to ensure smooth and timely implementation of all activities in accordance with the Annual Work Plans;
- iii. Ensure that an effective and manageable LFM and M&E system are maintained and implemented that enables the production of accurate progress reports of the Agriculture Component activities.
- iv. Assist in the consolidation of the MAFF-NIO quarterly progress reports based upon the Program Performance Monitoring System (PPMS) for submission to the Program Management Office (PMO).
- v. Provide guidance to the MAFF-NIO team for the recruitment of the national consultant teams to undertake firstly the Feasibility Studies, and secondly prepare the Detailed Designs, and provide Construction Supervision for the Paddy Drying and Storage (PDS) facilities.
- vi. In cooperation with an international Post Harvest Specialist ensure that the Detailed Designs for the PDS facilities feature best-practices for grain handling and drying and are compliant with required ISO standards, and monitor the operations of these facilities after they are commissioned.
- vii. Assist in the design of the modern facilities for rice seed grading, processing, drying and storage that are established under the Program support to ensure the production of high quality registered and certified rice seed that meet international certification standards.
- viii. Coordinate the provision of technical guidance to the assigned Program staff from the Provincial Department of Agriculture, Forestry and Fisheries (PDAFF) in each target province for the effective implementation of field activities supporting land levelling, strengthening of Agricultural Cooperatives, enhancement of extension delivery systems and market facilitation.
- ix. Assist in the preparation of the MAFF-NIO Annual Work Plan and Budget each year for submission to the PMO.
- x. Carry out other tasks assigned by the MAFF-NIO Project Coordinator/ international Program Implementation Advisor.

**Minimum Qualification Requirement**

- i. Bachelor's Degree in agricultural crop science or agricultural engineering with post-harvest

- technologies or any other relevant field;
- ii. At least 10 years of professional work experience in agriculture and post-harvest technology and documented experience of managing similar projects involving rice post-harvest technologies;
  - iii. Experience of evaluation/review of agricultural development projects;
  - iv. Good communication and facilitation skills, problem solving capability and ability to meet deadlines; and
  - v. Good English report writing skills are required.

**Outputs and Reporting Requirements:**

Within the scope of his/her terms of reference, the specialist will produce the following outputs: (i) in consultation with the international Post Harvest specialist prepare design of the seed processing centers and PDS facilities, (ii) prepare regular quarterly progress reports and other reports required by the MAFF-NIO for submission to the PMO; (iii) in consultation with the international Program Implementation Advisor, produce Periodic reports as required from time to time, and (iv) Final/end of assignment report.