

**KINGDOM OF CAMBODIA**  
**NANTION – RELIGION – KING**

**Ministry of Commerce**  
**International Trade Directorate**  
**Department of International Cooperation (DICO)**

**Trade Development Support Program (TDSP)**  
**(Grant No: TF093573)**

**REQUEST FOR EXPRESSIONS OF INTEREST**  
**FOR INTERNATIONAL CAPACITY DEVELOPMENT ADVISOR**  
**(REF. TDSP/2014/114)**

1. The Kingdom of Cambodia has received financing in the amount of approximately US\$ 15.45 million equivalent, from the Multi Donor Trust Fund, contributed by the European Commission, DANIDA and UNIDO. The fund will be managed by the World Bank as “trustee” to support the “Trade Development Support Program (TDSP)” with the Department of International Cooperation (DICO) of the Ministry of Commerce as the Executing Agency in coordination with other line ministries and stakeholders. The Ministry intends to apply part of the proceeds to payments for goods, works, related services and consulting services to be procured under this project.
2. The Trade SWAp combines the activities of many individual donors within three separate pillars: Pillar 1 for cross-cutting reforms, Pillar 2 for sectorial initiatives and Pillar 3 for capacity building. Many activities that take place within the trade SWAp overlap with each other and therefore the division between pillars is sometimes arbitrary. Guidelines have been put together by the Royal Government of Cambodia (RGC) to organize the various activities taking place in each of the three Pillars of the Trade SWAp, which guidelines are referred to as the Pillar Roadmaps.
3. The DICO, serving as Secretariat to the TDSP, is recruiting an **International Capacity Development Advisor** who will be working under Department of International Cooperation (DICO) of the Ministry of Commerce. The **International Capacity Development Advisor** will provide advice to implementing agencies in the area of human resource development and training in the area of trade. The position of **International Capacity Development Advisor** requires a person of particular experience, integrity and knowledge:
  - Master Degree in Economics, Human Resources Management, and other trade related fields;
  - Demonstrated successful experience in management roles, including leading institutional quality improvement processes;
  - Demonstrated experience in designing and implementing capacity development and training programs in developing countries;
  - Demonstrated capacity to build a teaching syllabus / curriculum, preferably in the area of trade;
  - Demonstrated ability to forge linkages with relevant education institutes, particularly in the area of trade;

- Extensive experience in providing mentoring and on-the-job training in cross-cultural contexts;
  - At least six years relevant international experience in the field of trade and policy reforms (specifically in building capacity of civil servants);
  - Preferably an excellent knowledge of the Cambodian governance structure and of provincial governance issues;
  - Demonstrated experience of institutional capacity building, skills transfer, and mentoring and training of national staff with sustainable results;
  - Strong experience working with Government agencies, donors, NGOs and/or United Nations;
  - Excellent communication (including English language skills), management, teamwork and leadership skills in cross-cultural contexts; and
  - Effective computing skills for training program development needs and reporting.
4. The International Capacity Development Advisor is contracted **120 working days over 10 months** with possible contract extension.
  5. DICO invites expressions of interest from qualified and experienced individual candidates to undertake the above mentioned services which are further detailed in the Terms of Reference for this assignment. The successful candidate will be selected in accordance with the provisions of Section V, under the World Bank's Guidelines: Selection and Employment of Consultants by World Bank Borrowers, January 2011.
  6. In submitting their expressions of interest, candidates are kindly requested to indicate the following reference (Ref. TDSP/2014/114). Interested candidates must provide their updated curriculum vitae, indicating personal and technical skills, academic qualifications, experience in similar assignments, and experience in Cambodia and/or other developing countries along with the names of at least three (3) referees with contact information (e-mail address, telephone or fax numbers). Expressions of Interest may be submitted electronically followed by the submission of a hard copy as well. If it is submitted in hard copy, candidates must also provide an electronic copy.
  7. Candidates may obtain copies of the detailed Terms of Reference (in English) for the assignment from the address below during office hours from 7:30 to 11:30 and from 14:00 to 17:30 hours, Monday through Friday.
  8. Expressions of interest must be submitted to the address below on or before **16 April 2014 (before 17:00 hours)**.

**The Department of International Cooperation (DICO)  
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