

**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)  
IDA-Credit No. 6221-KH

**Terms of Reference for “Research assistance for  
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 research projects in collaboration with industry completed (to measure relevance)”

## **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 “Improving Research in STEM and Agriculture”

## **V. Objective of the Assignment**

The selected staff expected to provide assistant to **support Research PI conducting Research: Digitizing Herbarium Collection and Conservation of Native Species in Cambodia.** which will be based at the Faculty of Forestry Science, Royal University of Agriculture. It is expected that the assistant will at all times observe the highest standard of professional ethics and integrity, and promote a results-oriented approach in the area of his/her responsibility and accountability.

## **VI. Scope of Work**

The successful candidate will work under supervision of the, **PI Research SGA 09: Digitizing Herbarium Collection and Conservation of Native Species in Cambodia.** Tasks will include, but not be limited to:

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.

## **VII. Location**

The selected candidate is expected to be based at Faculty of Forestry Science, RUA. She/he is required to participate occasionally in meetings, 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 year experiences working in forestry field or One-year experience in similar position is preferable;
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 English proficiency;
7. Good PC skill (Microsoft office application)
8. Honest, able to work with less supervision, and good communication and team-work skills;
9. 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 **14 January 2022** by delivering to

Ms. Nhim Sopheap HEIP Project Office, sending email to  
the address below E-mail: [heippr@rua.edu.kh](mailto:heippr@rua.edu.kh) cc [nsopheap@rua.edu.kh](mailto:nsopheap@rua.edu.kh),

With the subject stated as “**Research Assistant for SGA 09**”

**Any information, please contact:** [schandareach@rua.edu.kh](mailto:schandareach@rua.edu.kh), Tel. 061 467363