

**KINGDOM OF CAMBODIA
NATION RELIGION KING**

**Ministry of Agriculture, Forestry and Fisheries (MAFF)
General Directorate of Animal Health and Production (GDAHP)**

**Cambodia Inclusive Livestock Value Chains Project (CILVCP)
Grant No. TF0C7108**

TERMS OF REFERENCE

Senior National Operations and M&E Consultant (SNOMEC) (Ref. CILVCP-IC-002)

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| Institution: | General Directorate of Animal Health and Production (GDAHP), Ministry of Agriculture, Forestry and Fisheries (MAFF) |
| Method of Procurement: | National Individual Consultant, Local-Based Recruitment |
| Supervisor: | Project Director, CILVCP |
| Term Duration: | 48 person-months (full-time), contract is on a yearly basis with the possibility of extension. Initial 3-month probationary period |
| Closing Date: | November 24, 2025 |
| Starting date: | Expect in January 2026 |

I. Introduction

1. The Cambodia Inclusive Livestock Value Chains Project (CILVCP), a trust fund which is funded by the Global Agriculture and Food Security Program (GAFSP) for a US\$20 million grant to the Royal Government of Cambodia, and the World Bank is the supervising entity for the grant. The institutional arrangements for project implementation will follow the Government's Institutional setup. The GDAHP of the MAFF is the Implementing Agency (IA) tasked to manage and coordinate the implementation of the project. The project supports Cambodia's national priorities for resilient, inclusive, and sustainable agricultural development, including climate change adaptation and gender equality. It aims to improve animal husbandry, promote climate-smart livestock practices, and reduce greenhouse gas emissions, aligning with Cambodia's climate goals for 2030 and 2050. The project specifically addresses the needs of women in agriculture, aiming to increase their access to training, markets, and financial resources. Improved livestock production and market integration will boost nutrition for poor households by increasing access to protein-rich animal products. The initiative leverages private sector financing for livestock value chain development, incorporating technical assistance and capacity building for producer groups.

II. The Project Development Objective (PDO) of CILVCP and Key Impact Indicators

2. The project development objective is to sustainably improve livestock-based livelihoods and strengthen animal health services in target project locations. The achievement of the PDO will be measured through the following indicators: (i) percentage increase in volume of gross sales of livestock and livestock products; (ii) number of farmers adopting climate-smart or sustainable livestock technologies or practices; and (iii) percentage of farmers satisfied with animal health services provided in the project target areas. It focuses on smallholder farmers, aiming to boost productivity, increase incomes, improve resilience to climate change and disease, and promote market access. Work mainly through producer groups (PGs), supporting them with training, access to technologies, and market connections. The project will prioritize three livestock value chains, namely cattle, pigs, and poultry in three provinces, namely Battambang, Tbong Khmum, and Kampong Speu.

3. The Project comprises three main components: (i) Promote Inclusive and Sustainable Livestock Value Chains by supporting climate-smart technologies, organizing and training farmer groups, upgrading infrastructure like markets and slaughterhouses, and fostering business partnerships. At least 100 PGs and 30,000 people will receive capacity-building support, 10,000 livestock farmers to benefit from grant co-financing for new technologies, and up to 20 slaughterhouses and public markets will be upgraded. The project emphasizes building resilience, engaging women farmers, reducing greenhouse gas emissions, and coordinating with national and international partners for maximum impact; (ii) Enhance Animal Production and Health Services by developing demonstration farms, expanding extension and veterinary services, and piloting improved disease surveillance systems, 45 demonstration farms will be established (about 15 per province), training for farmers and animal health workers; digital systems will help reach more beneficiaries, and up to 700 Village Animal Health Workers (VAHWs) trained, with 350 receiving business start-up kits; and (iii) Project Management, Monitoring, Evaluation, and Learning to ensure results tracking, evaluation, and continual improvement.

4. The World Bank's Environmental and Social Framework (ESF) applies to CILVCP, including the following Environmental and Social Standards (ESSs):

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts;
- ESS2: Labour and Working Conditions;
- ESS3: Resource Efficiency and Pollution Prevention and Management;
- ESS4: Community Health and Safety;
- ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources;
- ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities;
- ESS8: Cultural Heritage; and
- ESS10: Stakeholder Engagement and Information Disclosure

5. Key documents to address environmental and social (E&S) risks include an Environmental and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP), and Environmental and Social Commitment Plan (ESCP).

III. Objective of the Assignment, Tasks, and Deliverables

6. A Senior National Operations, Monitoring and Evaluation Consultant will be engaged to carry out the activities of the CILVCP. It is expected that the SNOSEC will help (i) the project director and project teams' staff to plan and implement their proposed tasks in CILVCP. The Consultant will collaborate with the Project Director and all relevant technical teams/focal persons, staff, Consultants/Advisers, Stakeholders, and Beneficiaries in the target provinces, and will regularly report to the Project Director. Specifically, the Consultant will help analyze the inputs from a technical, social, legal and institutional assessment of the CILVCP components and other research and studies to support CILVCP implementation; (ii) develop M&E data management system and ensure project result framework indicators are on track; and (iii) prepare semi-annual and annual progress reports and advise the project management on necessary and corrective measures.

7. **Main Tasks.** The Consultant will carry out the following tasks in close consultation with the Project Director.

Planning and Management of the Project's Implementation

- The Consultant will assist the Project Director, Manager, technical leads, and teams with coordinating the development of project implementation plans (PIPs), ensuring these plans are

consistent with result framework indicators, project cost, and the Project Implementation Manual (PIM), as well as GDAH, MAFF, and stakeholder requirements. The Consultant will ensure that project activities are tracked systematically to monitor progress toward meeting project objectives and outcomes.

- In addition, the Consultant will support the Project Director and Manager in overseeing project implementation by identifying challenges, providing recommendations, and following up as needed. This includes assisting the Project Management Team during ISM preparation by the World Bank and managing the implementation of any resulting actions.
- The Consultant will also regularly support provincial teams in developing project implementation plans by conducting site visits, maintaining communication, and monitoring progress to inform procedure improvements.

Annual Work Plan and Budget (AWPB)

- The Consultant will assist the Project Director, Manager, technical leads, and teams in developing the Annual Work Plan and Budget (AWPB), ensuring coordination among GDAH, MAFF, and stakeholders.
- Reviewing and aligning AWPB drafts with CILVCP's framework and Implementation Manual, providing technical guidance across national and sub-national levels, and ensuring targets match project result indicators.
- Organize AWPB workshops, facilitate project compliance with GDAH, MAFF, and RGC regulations, support procurement and contract management, and monitor progress through regular reporting and documentation from project units.

Monitoring and Evaluation, and Reporting

- Coordinate with project officials and consultants to prepare required reports and documentation, and support the development and implementation of a comprehensive monitoring and evaluation (M&E) system for CILVCP. Ensure regular progress updates and accurate tracking of results indicators, working across national and sub-national teams;
- Assist in designing and distributing M&E templates, recording forms, and updates. Support the Project Director and management team in tracking project achievements, evaluating effectiveness through field monitoring, beneficiary feedback, and collaboration with implementing agencies;
- Facilitate capacity building for project teams, guiding data collection, management, analysis, and reporting. Work with the Project Implementation Team (PIT) to establish standardized M&E procedures and ensure accurate reporting against project objectives and result indicators.

Social and Environmental Safeguards

- Work in partnership with Environmental and Social Consultants to prepare and implement ESF documents, ensuring that all field activities comply with established guidelines. Offer comprehensive support to the project director, manager, and teams by coordinating operational and technical aspects related to the environmental and social framework.
- Assist in drafting and distributing summaries of the social and environmental framework, and help project teams and stakeholders understand their responsibilities.
- Support both national and sub-national teams in fulfilling ESF requirements for CILVCP development activities, and facilitate the documentation and reporting of all social and environmental standard actions in coordination with E&S risk consultants and project staff.

Other Duties

- Undertake additional responsibilities related to CILVCP's operations as assigned by the Project Director.

8. ***Experience, Skills, and Qualifications.*** The SNOMECE shall have:
- Master's degree (or higher) in rural development, project management, social science and other related fields; at least 15 years of general experience; formal qualifications in agriculture with a major in the livestock sub-sector would be an advantage;
 - At least 10 years of experience in the management of large-scale agricultural and rural development projects financed by the International Financial Institutions or Donor Agencies; wide experience in participatory agricultural development, especially livestock sector;
 - Familiar with procedures, policies, M&E system, and regulations of the Government and DP's financing projects;
 - Proven project planning, M & E and reporting skills, Facilitation and communication skills are preferred
 - Computer literacy: word processing, spreadsheets, PowerPoint, and database programs
 - Proficiency in report writing and spoken in English and Khmer and willingness to travel to the target communities.
9. ***Location, Duration, and Other Matters***
- The duty station will be at the office of CILVCP at the General Directorate of Animal Health and Production (GDAHP), Ministry of Agriculture, Forestry and Fisheries (MAFF)
 - The Consultant will be employed for a period of four (4) years, which may be extended subject to satisfactory performance. The contract is subject to a probation period of three (3) months. Performance will be evaluated annually in addition to the assessment at the probation period, by the Project Procurement Officer, Project Manager, and Project Director.
10. ***Reporting***
- The Consultant will report to the Project Director.
11. ***How and where to apply.*** Interested consultants are required to submit a Letter of Expression of Interest, including CV supported with previous experience on a similar assignment, an outline understanding of the necessary assignment and expected work program, nominated referees (with contact details), by soft or hard copies to the address mentioned below:
- The General Directorate of Animal Health and Production (GDAHP), Office of the Cambodia Inclusive Livestock Value Chains Project (CILVCP), Trea Village, Street 371, Sangkat Steung Mean Chey, Khan Meanchey, Phnom Penh, Cambodia. Mr. Tep Thavrin, Project Manager, PIU, CILVCP, thavrin2003@gmail.com copy to Mr. SEA Visalrath, Procurement Officer, PIU, CILVCP, Email: ssvisalrath@gmail.com