

**KINGDOM OF CAMBODIA
NATION RELIGION KING**

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

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

TERM OF REFERENCE

Senior National Financial Management Consultant (NFMC) (Ref. CILVCP-IC-004)

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 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:	Expected 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) apply 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. Objectives of the Assignment, Tasks and Deliverables

6. The objective of the National Financial Management Consultant assignment is to support the CILVCP, the Project Director, and both the Project Management Team, and Implementation Teams. This involves providing guidance and technical support in Financial Management and ensuring the project is carried out efficiently to achieve its development objectives and meet the desired results within the targeted timeframe.

7. **Main Tasks.** The National Financial Management Consultant will be, but not limited to, the following responsibilities.

- Support Project management in overseeing project funds to ensure all financial activities comply with the Ministry of Economy and Finance (MEF) Standard Operating Procedures (SOP), especially the SOP Financial Management Manual, as well as all relevant procedures, internal controls, and guidance from both the project and World Bank financial guidelines.
- Strengthen financial management capacity by providing oversight, monitoring, and supervision of the CILVCP financial management team, while establishing robust safeguards for project assets.
- Offer advisory services and collaborate closely with the CILVCP's Project Implementation Team (PIT) to prepare and submit the project's annual budget plan.

Specific tasks, but not be limited to:

- Supervise all financial transactions and payments related to the project.
- Maintain and oversee the integrity of the project's Financial Management System, including the Chart of Accounts, by ensuring that all procedures and controls outlined in the Project Finance Management Manual are properly implemented and efficiently managed.
- Participate in the preparation and processing of withdrawal applications, including direct payments and designated account replenishments. Ensure all supporting documents are adequate and facilitate direct payments and bank transfers to the designated accounts as required.
- Prepare annual financial reports promptly, ensuring that reliable financial management reports are available to support effective monitoring and evaluation of project progress. Provide explanations for any variances between actual expenditures and budget plans in reports submitted to the Ministry of Economy and Finance (MEF) and the World Bank.
- Prepare annual financial statements for the project to be shared with external auditors. Assist auditors during field work and ensure the timely completion of audits.
- Ensure all financial activities comply with the financial obligations of both the Government and the World Bank, in accordance with government regulations, rules, guidelines, and the updated SOP and FMM under Sub-Decree No. 181 RNK, dated December 2, 2019, as well as the Financing Agreement, Project Appraisal Document, and Project Implementation Manual.
- Provide capacity-building support for FMM procedures to counterpart staff at the national level of implementing agency (IA), including GDAHP departments and other relevant entities.
- Prepare monthly and interim unaudited financial reports (quarterly and semiannual) in the agreed formats, as outlined in the SOP and FMM under Sub-Decree No. 181 RNK, dated December 2, 2019, for submission to the Project Director, World Bank, and MEF.
- Monitor project cash flow and ensure appropriate measures are taken to safeguard and efficiently manage funds.
- Support the Project Implementation Team (PIT) in preparing the Annual Work Plan and Budget, and monitor budget execution.
- Assist the PIT in designing and implementing appropriate systems and procedures for financial management and project monitoring.
- Participate in project supervision missions and prepare required presentations and financial report summaries to facilitate informed decision-making by management.
- Undertake ad hoc tasks as required by the project.

8. ***Experience, Skills and Qualifications.*** The National Financial Management Consultant will have the following qualifications and experience as follows:

- A Bachelor's degree in Accounting, Public Finance, or Chartered Accountancy with at least 15 years of general experience
- At least 10 years of relevant experience in financial management with donor-funded projects or international organizations or other agencies and institutions
- Demonstrated experience in financial management and accounting for a minimum of two (2) World Bank-financed projects
- Familiarity with Government SOP/FMM/PM procedures is an asset
- Has good knowledge of computerized accounting and information systems, including proficiency in word processing, databases, and spreadsheets
- Proficiency in both written and verbal communication in English

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 five years, which will be extended on a yearly basis, 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 Financial Management Officer, Project Manager, and Project Director.

- The Consultant is expected to start the work at the earliest possible.

10. **Reporting.** The National Financial Management Consultant will report to the Project Director and the Project Manager, and work day-to-day with the Project Finance Officer.

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