

MINISTRY OF EDUCATION, YOUTH AND SPORT  
INSTITUTE OF TECHNOLOGY OF CAMBODIA  
SECOND HIGHER EDUCATION IMPROVEMENT PROJECT

IDA-Credit No.: 7634-KH

**REQUEST FOR EXPRESSIONS OF INTEREST**

For  
**RESEARCH ASSISTANTS**  
at Institute of Technology of Cambodia

- i. **A Research Assistant for Research Project HEIP2-ITC-RGA#02 “Sustainable Wastewater Solution for Rural Community of Cambodia using Anaerobic Baffled Filter”**
- ii. **A Research Assistant for Research Project HEIP2-ITC-RGA#03 “Sustainable Development of Local Activated Carbon for Water Industrial Applications”**

**I. Background**

This Second Higher Education Improvement Project (HEIP2) funded by the International Development Association (IDA) aims to build on the achievement of HEIP 2018-2025 and the closed Higher Education Quality and Capacity Improvement Project 2010-2017 (HEQCIP). It will advance the World Bank’s engagement and the intervention of the Royal Government of Cambodia (RGC) in the sub-sector by continuing to implement the HEIP’s activities at another level and proposing new activities, with a strong focus on increasing the quality of HEIs’ academic programs to meet national or regional standards, to strengthen the linkage between the higher education institutions (HEIs) and the industry in the design and delivery of the academic programs and research, and institutionalize institutional and sectoral governance.

The project will be financed by IDA Credit with a total amount of US\$80 million equivalent, and the RGC will contribute US\$1.7 million as the counterpart fund to provide incentives to the staff who hold the civil service status and who will support the implementation of the project. The project will use an Investment Project Financing (IPF) modality to operate the financial management, with support of a clear mechanism for project monitoring and evaluation. The project is implemented over a six-year period – starting on February, 2024 and ending on November, 2030.

The HEIP2 design is to continue from the achievement of HEIP in order to enhance Cambodia’s competitiveness by increasing the quality of higher education provision and research mainly in STEM in line with priority industries with target in two priority areas: 1) to improve the teaching, learning, and research in STEM in HEIs that are connected to industries prioritized in the Industrial Development Plan (IDP) and Pentagonal Strategy Phase I (PS)-I and 2) to strengthen the higher education sectoral governance. The ITC is now seeking **Two Research Assistants** to work at ITC.

**II. Contract Duration**

The Research Assistants is contracted for a period of twelve months (12 months) from the contract signing date with the possibility of extension depending on the satisfactory performance of the post holder, the needs of the project and funds availability.

**III. Minimum Qualifications and Experience Required**

- i. **A Research Assistant for Research Project HEIP2-ITC-RGA#02 “Sustainable Wastewater Solution for Rural Community of Cambodia using Anaerobic Baffled Filter”**
  - 1. At least an engineer’s degree student holder in Environmental Engineering or similar related fields.
  - 2. Knowledge of research methodologies and ability to read and interpret technical data

3. Have experience in conducting of any research activities or training
4. Have conference paper(s) or international publication
5. Good English proficiency
6. Good administration and communication skills
7. Technical skill on statistical analysis program such as R program or SPSS

**ii. A Research Assistant for Research Project HEIP2-ITC-RGA#03 “Sustainable Development of Local Activated Carbon for Water Industrial Applications”**

1. At least bachelor's degree in Environmental Engineering
2. Advance knowledge of water quality analysis and water treatment processes
3. Experience in field sampling and laboratory work is an advantage
4. Ability to work independently and as part of a research team
5. Good skills in data recording, reporting, and communication
6. Proficiency in MS Office and basic data management tools

**How to apply:**

The posts are opened to individual research assistant only. The Institute of Technology of Cambodia invites expressions of interest from suitably qualified and experience individual to undertake a task as written in the Terms of Reference (TOR). Interested candidates may obtain copies of the detailed TOR (in English) for the assignment from the address or email below during office hours from 8:00am to 5:00pm, Monday to Friday, except public holidays or from the online platform. The online platform for TOR can be accessed at <https://tinyurl.com/46bfdtar>.

Expressions of Interest (EOI) must be submitted to the address below by email or hard copy no later than **17 February 2026** before 17:00 hours Local time.

Applicants are asked to supply:

1. Updated Curriculum Vitae (CV),
2. A covering letter in which skills and experience are specifically listed against each of the selection criteria
3. Name and contact details (email address and telephone number) of referees.

**Mr. NHEM Sophal**

**Project Procurement Officer**

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