

**MINISTRY OF EDUCATION, YOUTH AND SPORT  
INSTITUTE OF TECHNOLOGY OF CAMBODIA  
SKILLS FOR FUTURE ECONOMY SECTOR DEVELOPMENT PROGRAM (2023-2030)**

**REQUEST FOR EXPRESSIONS OF INTEREST**

**For  
ONE NATIONAL PROCUREMENT CONSULTANT  
at Institute of Technology of Cambodia**

**I. Background**

Cambodia's Industrial Development Policy, 2015–2025 and the Law on Investment, 2021, promote diversified industry development in an investment environment conducive for the private sector. A key strategy for cutting across government policy is to strengthen human capital. The Skills for Future Economy Sector Development Program (SFESDP) is to facilitate modernization and transformation of the Cambodian industry from labor-intensive to skills driven economy. The outcome will be improved employability of the current and future labor force (both women and men) through a skills development ecosystem reform and investment needed to develop competency-based modular-based training programs in priority skills, upgrade training facilities and equipment, and expand financing for the Skills Development Fund (SDF).

The SFESDP will be aligned with the following impact: Cambodia's industry is modernized

and transformed from labor-intensive to skills driven. The outcome will be improved employability of the current and future labor force. The outputs of the project will be:

1. skills development ecosystem strengthened;
  - Developing modular training packages for industrial engineering, machining technology and information technology networking and programming skills across the targeted TTIs;
  - Developing capacity of TVET trainers to provide industry-relevant skills training, and hiring trainers to provide gender-responsive and industry-relevant skills training and career counselling services;
  - Upgrading the facilities of, and provide the targeted TTIs with training equipment.
  - Building the capacity of NTB to lead, monitor and coordinate the skills development roadmap, develop a strategic TVET marketing plan and manage a skills portal;
2. industry-led inclusive skills training delivered;
  - A skills framework for textile and apparel (T&A) industry;
  - In-country capacity to scale up middle-level management training and other demand-based skills for T&A industry
3. enhanced Skills Development Fund.
  - Strengthening the financial management, governance, marketing, and communication capacity of SDF;
  - building capacity and strengthening partnerships with industry associations and/ or sector skills councils in operationalizing gender-responsive and inclusive industry roadmaps; and
  - Financing new training proposals for around 7,000 persons, which are part of the labor force engaged in various industries, including small and medium enterprises, which are targeted by SDF as a matter of priority.

**II. The period of performance**

The consultant's input totals 110 person-days, delivered intermittently over the approximately two-year contract period (2026–2027).

**III. Minimum Qualifications and Experience Required**

- i. Bachelor's degree in procurement, business administration, engineering, management, or a related field.
- ii. At least seven (7) years of relevant experience in public procurement, including the preparation of procurement plans, bidding documents, bid evaluations, and contract management; experience in International Competitive Bidding (ICB) is an advantage.
- iii. At least five (5) years experiences in procurement with projects funded by ADB or World Bank and familiarity with the SOP of RGC and procurement manual.
- iv. Experiencing of building procurement capacity of government counterparts.
- v. Excellent verbal communication and report-writing skills in both English and Khmer.

**How to apply:**

The post is open to individual consultant 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.

Expressions of Interest (EOI) must be submitted to the address below by email or hard copy no later than **27 March 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**

Institute of Technology of Cambodia,  
Russian Federation Blvd., P.O. Box 86, Building A,  
Room A-206, Phnom Penh, Cambodia  
Tel: 023 880 369, 023 880 370

or by email to: [nhem.sophal@itc.edu.kh](mailto:nhem.sophal@itc.edu.kh) and CC to [bunlong@itc.edu.kh](mailto:bunlong@itc.edu.kh) and [huoy.chhay@itc.edu.kh](mailto:huoy.chhay@itc.edu.kh)