



CAMBODIA MSME PROJECT STATEMENT OF WORK

Position: Legal Advisor
Task Order Name: Micro Small and Medium Enterprise 2/ Business Enabling Environment
Contract Number: EEM-I-00-07-00009-00, Order No. 04
Period of Performance: One or Two Years

I. Background

The USAID-funded Cambodia MSME 2/BEE Project is being implemented by Development Alternatives, Inc. (DAI). The Project improves the performance of firms supports public-private dialogue and strengthens the public sector through targeted technical assistance. The project has a geographic coverage of twelve provinces in Cambodia including Battambang, Siem Reap, Prey Veng, Kandal, Kampong Cham, Kampong Thom, Kratie, Kampot, Banteay Meanchey, Kampong Speu, Takeo, and Svay Rieng. Selected value chains include swine, clay tile, aquaculture, non-timber forest products, water, garments, sanitation and hygiene services, and animal feed.

II. Overall Responsibilities

The Legal Advisor will be responsible for providing legal and policy advice to the Project Team, private sector clients and public sector clients. The Advisor works as a member of a team of expatriate and local attorneys and policy advisors. The team has a broad range of tasks, and the Advisor may be asked to help contribute to any of them. The range of team tasks, for which the advisor may share responsibility includes to:

- Develop good working relationships with Royal Government of Cambodia (RGC) counterpart ministries and agencies to assist them with regulatory and reform initiatives identified as priority areas by the project.
- Work with Component 1 (value chain) and Component 2 (private sector “voice”) colleagues and clients to help identify legal and regulatory issues which can reduce the ability and willingness of value chain clients to grow their businesses.
- Develop a good working understanding of the main laws and regulations which can affect our value chain clients, including relevant regulations issued by MAFF, the Fisheries Administration and MIME.
- Combine good working relationships and legal understanding to be able to keep an eye on the horizon for possible changes in law or regulation which could

positively or negatively influence the businesses of our value chain clients.

- Be proactive to alert the project to legal and policy issues and opportunities which appear.
- If requested by the project, work with counterparts at the Ministry of Commerce on issues related to trade or compliance with WTO requirements.
- Work on analyses of pending laws and regulations, and as requested, assist ministerial drafting teams to write Khmer language normative acts.
- Help to prepare and present trainings to RGC counterparts at the national, provincial, district and communal level – as well as to private sector counterparts – on legal, policy and regulatory topics.
- Assist facilitating discussions between RGC counterparts and private sector representatives about legal and regulatory change. This assistance will be coordinated with Component 2 “voice”, and may include facilitation of discussions ranging from formal, national level fora such as the Government Private Sector Forum, or informal, private discussions between RGC and private sector counterparts about pending regulations.
- Assist the project team to define what facts are needed from whom to define and implement policy and regulatory changes needed to improve the business enabling environment for value chain clients.
- Work with Biodiversity and Water and Sanitation teams to develop and implement policy and legal strategies to maximize the impact of their work.
- Help define terms of reference for various subcontractors, and help supervise their work, including local consultants, attorneys, engineers or other contractors.
- Help research, define and implement a project for possible electronic publication of the Royal Gazette, expanded to include regulations and fees.
- Participate closely as a member of the overall project team, including by making visits to value chain clients and provincial RGC counterparts to ensure continued, close links between the legal/policy work and actual client needs, as well as with actual implementation by the RGC of law or regulation.
- Participate as needed on cross-provincial or international exposure visits with RGC and private sector colleagues.
- Work with communications team to develop and implement on-message and consistent media coverage of project initiatives.
- Other duties as assigned by the Project Management Team.

Qualifications Summary

- Advanced education in law, preferably from an international law program.
- Three years relevant professional work experience in law and technical translating, showing increasing responsibility on donor funded projects.

- Strong experience both in analyzing law and regulation, and in drafting legal documents.
- Cambodian national,
- Be able to work equally well with counterparts ranging from high-level government officials, to small farmers, international legal policy advisors or local technical experts.
- Be flexible and open to learning and developing creative new approaches
- Proven organizational skills.
- Computer proficiency.
- Excellent report writing and presentation skills.
- Excellent teamwork skills, including interpersonal and communication skills.
- Oral and written fluency in both Khmer and English.

Reporting

Primary Supervisor: Component 3 Team Leader

Secondary Supervisor: Chief of Party



**Tired of Going to Work at a Boring Job?
Then Change!
Come to Work with the Cool Cambodia MSME Project**

We're looking for creative, articulate **Legal Advisors** to join our team!

The USAID Cambodia MSME Project is Cambodia's cutting edge rural economic development project. We strive to increase the incomes and improve the lives of the families and employees running more than 6,000 Cambodian enterprises and influence growth in thousands more in 17 provinces. We also facilitate dialogue between the government and private sector to resolve business issues and make Cambodia products more competitive. And we work with more than 500 government officers at the national and provincial levels to better understand business needs, improve their communications with the private sector and with other government officers, and draft better regulations to support rural economic growth. Development Alternatives Inc. – DAI – has been contracted by USAID to implement this unique project.

We are currently seeking two legal advisers to join our Better Regulation Team. If you have legal training, the spirit to make a difference for thousands of Cambodian families, firms and government officers, and meet the criteria below, then please apply for one of these challenging and enjoyable positions.

These are high-profile, permanent positions. The ideal candidate should:

- Have an advanced education in law, preferably from an international law program.
- Have worked at least five years as an advisor, lawyer, or attorney, preferably with commercial law.
- Have some regulatory experience.
- Have strong experience both in analyzing laws and regulations, and in drafting legal documents.
- Be a Cambodian national, who is fluent in spoken and written English and Khmer.
- Be able to work equally well with counterparts ranging from high-level government officials, to small farmers, international legal policy advisors or local technical experts.
- Be flexible and open to learning and developing creative new approaches
- Be able to travel routinely both domestically and abroad.

If you fit this profile and are interested in a long-term, interesting, and important job opportunity, then please send us a cover letter in English language along with your 1) detailed curriculum vitae, 2) position and salary history, and 3) three professional references to CambodiaMSME@dai.com or deliver to DAI, Building F, Room 588, Phnom Penh Center no later than **Friday, April 23, 2010**. We are an equal opportunity employer; all persons who meet these qualifications are encouraged to apply. You can learn more about the Cambodia MSME Project at: www.cambodiamsme.org