

CAMBODIA RICE FEDERATION (CRF)

JOB ANNOUNCEMENT

The Cambodia Rice Federation is a private sector led non-profit organization with the mission to promote and strengthen the key players in the rice industry value chain, from the farmers to the millers and exporters.

To support the CRF's 5 Year Strategic and Action Plan, government policy, economic growth and social role, the Federation is looking to hire experienced professionals for its management team. These professionals should have a good technical understanding on the challenges facing the rice industry and the field they are in charge of. They should possess previous successful experience in leading and managing people in a start up environment, be highly driven and possess excellent interpersonal and communication skills and willing to work as a team. They are above all real problem-solver with strong analytical and leadership skills. Fluency in Khmer and English is a must. A third foreign language such as Chinese or French is an advantage.

The ideal candidates should be a degree holder and have at least **2-5 years** of relevant experience with a good understanding on all the technical, cultural and regulatory aspects related to their respective field of responsibilities.

The job openings are for the following positions:

- 1) Head Division of Rice Milling and Storages.**
- 2) Officer of Global Market Promotion.**
- 3) Officer of Seed and Farming.**
- 4) CRF's 5 Zones Representatives.**

1. Head of Rice Mill and Storage Division:

You should have a very good technical and practical understanding on rice milling, refining and storages. Your responsibility will be to facilitate for all issues that affect rice millers such as paddy supply, milling, processing, domestic and export of rice. You should have a thorough understanding on the techniques and management of paddy drying, storage, milling and processing and be able to provide recommendations on how to improve rice mill productivity and competitiveness. Your work will require hands-on site visits in various provinces and act as the Federation's interface with all rice millers' owners/representatives as well as with relevant government agencies and NGOs.

Qualifications:

- a) Good knowledge of the rice industry and milling equipment.**
- b) University Graduate in engineering or commodities inspection or with equivalent number of years in professional experience as Quality Controller in rice mills.**
- c) Possess sense of initiative and team work.**
- d) Able to deliver under stress.**

2. Market Promotion Officer

You will be responsible as an assistant to Exporters and Market Access Division; you should have a good technical and practical understanding on rice export process, from the loading and shipment from the rice mill to the loading ports, which includes a thorough knowledge on contractual obligations, international payment terms, Incoterms and logistics. Your responsibility includes ensuring a constant administrative and regulatory improvement in the export process as well facilitate access to new overseas markets, working in coordination with relevant ministries, foreign embassies and agencies.

Qualifications:

- a) Good knowledge of the rice industry and marketing.
- b) University Graduate in Sales & Marketing or with equivalent number of years in professional experience
- c) Possess sense of initiative and team work.
- d) Able to deliver under stress.

3. Officer of Seed and Farming

You will be responsible for all issues that affect the livelihood of rice farmers, ranging from seeds, fertilizers, yields and standards to technical training, irrigations and domestic market access. You are expected to provide suitable recommendations and action plans to improve overall productivity and competitiveness of farmers and improve the marketing of their paddy. Your work will require hands-on site visits in various provinces and act as the Federation's interface with all farmers' associations' representatives as well as with relevant government agencies and NGOs.

Qualifications:

- a. Good knowledge of the seed and paddy farming production management and supply chain
- b. University Graduate in Agriculture or with equivalent number of years in professional experience
- c. Be able to work and coordinate with farmer community level
- d. Understand development project management
- e. Possess sense of initiative and team work
- f. Able to deliver under stress

4. CRF's 5 Zones 5 Representatives:

The CRF representative in each zone is responsible to manage members by coordinating among millers, farmer association, and seed producers and seek for solutions and do report to CRF secretariat of all challenges affecting rice mill, farmers, farmer association, farming activities including seed, fertilizer, pesticide, yield, standard, farming technique, irrigation and market, etc.

The representative is also responsible for implementing the strategic plan and action plan of CRF for promoting production and competitiveness of mill and farmers in general in order to promote paddy and seed markets for producers. This work requires on filed implementation at provinces and play a role as focal point of CRF to work with miller, farmer association, and public institutions and NGOs.

Qualifications:

- a. Good knowledges and experiences in leading and managing of the rice industry including rice mills, farmer associations and seed producers.
- b. University Graduate in Agriculture or with equivalent number of years in professional experience.
- c. Possess sense of initiative and team work.
- d. Able to deliver under stress.

Deadline : **by 12th April, 2016**
Email : info@crf.org.kh / phunkhemra168@gmail.com
Contact Person: Mr. Phun Khemra, HR Officer
Tel : +855 (0) 92 722 797
Address : Soma Tower, 3rd Floor, #2C, Street 120, Sangkat Phsar Thmey II, Khan Daun Penh, Phnom Penh, Kingdom of Cambodia.