កិច្ចសហប្រតិបត្តិការ
អាល្លឺម៉ង់
DEUTSCHE ZUSAMMENARBEIT

អនុវត្តដោយ: giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Job Announcement

Private Sector Engagement Advisor

GIZ is a federally owned enterprise and is supporting the German Government in achieving its objectives in the field of international cooperation for sustainable development.

The ASEAN-Swiss TVET Initiative (ASTI) is a regional project funded by the Swiss Agency for Development and Cooperation (SDC) and jointly implemented by GIZ and Helvetas. ASTI operates in Cambodia and Lao PDR with the objective of strengthening Technical and Vocational Education and Training (TVET) systems by formalizing work-based learning (WBL) in enterprises. ASTI's WBL model follows a dual approach in which companies deliver 70–80% of the training on the job. The project works through and strengthens its business chamber partners to mobilize enterprises and ensure employer-led training delivery. Phase I of ASTI concludes in December 2026, and Phase II is foreseen for January 2027- December 2030.

ASTI is looking for a **Private Sector Engagement Advisor** to lead the enterprise side of the dual system. The core of the job is to win companies over to work-based learning, bring them on board and keep them engaged: making the case in terms that matter to owners and managers, converting interest into signed training agreements, and supporting enterprises to plan and deliver quality on-the-job training. The Advisor works through and strengthens the business chamber partners and the sector associations in logistics, electronics, automotive and construction, so that these organisations can recruit and service enterprises with declining project support.

The main duties of the position include:

- **Enterprise mobilisation.** Identify and approach enterprises with recruitment and skills needs in the priority sectors; pitch WBL to owners, general managers and HR; negotiate participation and convert interest into signed tripartite training agreements. Carry a personal portfolio of priority companies and agree onboarding targets with the chamber partners and sector associations.
- **Business case and outreach.** Build the business case for WBL in enterprise terms—productivity, recruitment cost, retention, skills gaps—and develop, with the M&E and Communication Specialist, the messages, campaigns, onboarding procedures and tools that chambers and associations use to recruit and retain member companies, including SMEs.
- **In-company training plans.** Support enterprises to turn their workforce needs into practical in-company training plans: rotation across workstations, learning objectives aligned with the occupational standards (NOSS and ASEAN standards), supervision arrangements and scheduling, so that the 70–80% delivered in the enterprise is structured and assessable.
- **Enterprise capacity to train.** Build the capacity of participating enterprises to train and assess: selection, training and certification of in-company trainers; formative assessment tools and checklists; learner supervision and workplace safety. Quality-assure the in-company trainer registry, the trainer programmes and the tripartite agreements.
- **Follow-up and retention.** Stay close to enterprises through the first cohort; troubleshoot scheduling, trainer time, trainee attrition and quality problems so that firms complete the cohort, stay in the programme and take on further trainees. Monitor the quality and consistency of delivery across enterprises through the joint public–private QA procedures and feed lessons back into the model.

- **Intermediary development.** Provide technical support to CAMFEBA, IBC and LNCCI in building a WBL service offer that outlives the project: staffing, operating procedures, matching platform and fee model, building on CAMFEBA's BMO institutional-strengthening initiative and LNCCI's dual cooperative training and WBL unit. Manage the results-based agreements with intermediaries: milestones, verification and coaching.
- **Federation-to-association cascade.** Transfer coordination tools to the sector associations and taper embedded support so that associations coordinate WBL for their members with declining project input. Organise board-level orientations and peer channels between companies and TVET institutions.
- **Employer voice in the system.** Prepare employer representatives for the public–private working groups, the National Advisory Committee and the Sector Skills Councils, so that enterprises bring positions on standards, assessment, financing and quality assurance rather than simply attend.
- **Reality check.** Give the TVET Advisors and the Team Leader a frank view of what enterprises will and will not do, flag implementation hurdles early and escalate constraints that cannot be solved at enterprise or association level.

Required Entry Qualifications and Competencies

- Master's degree in business administration, economics, human resource management, industrial relations or a related field. A first degree with substantially longer relevant experience is acceptable.
- At least seven years of experience in the private sector, in business membership organisations, in corporate HR or training, or in private sector development, with a track record of selling services or partnerships to companies and securing commitments from owners and senior managers.
- Strong business acumen: understands how companies in the priority sectors make money, take decisions, recruit and retain staff, and can discuss costs and returns with a managing director in the company's own terms.
- Credibility and an active network in the national business community. Experience with chambers, employer federations or sector associations, and in building fee-based member services, is an advantage.
- Knowledge of the benefits and practicalities of skills development and vocational. Experience designing or delivering in-company training, or supervising in-company trainers, is an advantage.
- Strong negotiation, facilitation and presentation skills; comfortable with company staff from the shop floor to the board.
- Results-driven and self-organized; works to target enterprise onboarding, retention and training quality and manages a portfolio of company relationships.
- Fluent in the national language (Khmer) and good written and spoken English. Willingness to travel within the country and the region.

How to Apply

Interested and qualified candidates are invited to submit the following:

- **Cover Letter:** Please specify the job title and justify how you meet the requirements. **Note:** Salary expectations (gross amount) must be included.
- **Updated CV:** Please do not attach certificates or diplomas at this stage.
- **Recommendation Letters:** Copies of your most recent recommendation letters from previous employers. (Please consolidate multiple letters into one PDF document)

Contact Details:
GIZ Office Phnom Penh
Email: hr-cambodia@giz.de

Closing date: ***23.11.2026***

Women, diverse people, and people living with disabilities who consider themselves to have suitable qualifications are encouraged to apply.
Only shortlisted candidates will be contacted for an interview within two to four weeks after the application deadline.
You can find this job advertisement on our Facebook page: www.facebook.com/gizcambodia and LinkedIn page: www.linkedin.com/company/giz-cambodia.

Important: All applications **must** be submitted directly to our official email address: hr-cambodia@giz.de.
Applications will only be processed if submitted through this designated channel.
GIZ does not collect applications, CVs, or personal details via Telegram, WhatsApp, or third-party links. Beware of unauthorized reposts or third-party advertisements. Always verify official vacancies through GIZ's official channels before sharing personal information.

Privacy Notice for Applicants:
The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is committed to protecting your personal data. All personal information you provide during the application process will be collected, processed, and stored in accordance with applicable data protection regulations, including the EU General Data Protection Regulation (GDPR).

By submitting your application, you consent to the processing of your personal data for recruitment purposes. Your data will be used solely within the context of the recruitment procedure and will not be disclosed to third parties without your consent, except where required by law. Your personal data will be retained only as long as necessary for the recruitment process and according to statutory retention periods.