

## Term of Reference

<b>Position Title</b>	Lead Researcher on Business Integrity Country Agenda (BICA)
<b>Programme Unit</b>	Business Integrity Programme
<b>Type of Contract</b>	Consultancy
<b>Starting Date</b>	January 2017
<b>Reporting to</b>	Senior Director of Programmes
<b>Duty Station</b>	Phnom Penh Office, Cambodia

### 1. Background

Transparency International Cambodia (TI Cambodia) is the National Chapter of Transparency International Secretariat (TI-S) based in Berlin, Germany. With more than 120 Chapters worldwide, we work with all relevant stakeholders including governments, civil society organisations (CSOs), development partners (DPs), businesses, media and individuals to promote integrity and reduce corruption.

Engaging businesses in the fight against corruption and creating a more transparent business environment in Cambodia is one of the core strategic priorities of TI Cambodia. Transparency International's Business Integrity Country Agenda (BICA) seeks to create a relevant body of evidence on business integrity in Cambodia, a widely shared agenda for reform and a collective momentum for change towards more business integrity among key stakeholders.

TI Cambodia is looking for an exceptional lead researcher to take the lead in conducting BICA assessment in Cambodia. The conceptual framework for BICA assessment and other key documents are attached for more details.

### 2. Objectives

The objective of the BICA is to propose a reform agenda which seeks to improve the business integrity environment in Cambodia and ultimately reduce corruption in Cambodia's business sector.

To achieve this, BICAs will assess not only thematic areas that influence the regulatory and societal environment in which companies are operating, but also the way in which companies themselves contribute to doing business with integrity. BICAs therefore offer a comprehensive and unique approach for gathering all the relevant information to provide a credible foundation for action. Based on the evidence captured, BICAs will:

- help identify the major challenges of business integrity within Cambodia and thus provide credible information for advocacy activities
- engage stakeholders in a shared diagnosis of the situation and
- act as a baseline against which progress can be subsequently measured

Through a BICA, Transparency International Cambodia as well as a variety of stakeholders, such as government, regulatory and law enforcement bodies, investors, business associations, other civil society organisations, and the businesses themselves, will benefit in two principal ways: as an approach to broadly frame and analyse the issue of business integrity from Cambodia's perspective; and as a multi-stakeholder process for discussing and driving change.

### 3. Overall Responsibilities

- Take an overall responsibility for the research component of the BICA assessment
- Work closely with the management team of TI Cambodia to manage the research and ensure the timely delivery of the expected results
- If needed, form a team of researchers for specific stakeholder groups or thematic areas
- Attend the BICA kick-off training workshop, which is an essential element in the success of the project (conducted by TI-S), and train others
- Be the contact point for TI-S regarding research issues during the review process
- Be solely responsible for delivering the expected outputs of the project
- Present the findings and recommendations of BICA to all relevant stakeholders at TI Cambodia's conference/workshop

### 4. Expected outputs

- For BICA, the process is as important as the product.
- BICA must include multiple stakeholders, which impact the business environment, such as regulators, media and business associations.

The Consultant shall produce two major outputs including:

- i) National Advisory Group (NAG)
- ii) BICA Assessment Report

### 5. Qualifications and Experience

- A background in business administration, public administration, law or another related social sciences
- Proven expertise in research and analysis on anti-corruption, with particularly strong knowledge of Cambodia's business integrity issues
- The ability to present comprehensive data and analysis in an easy-to-understand and appealing way for policy and advocacy purposes
- Excellent understanding of the legal framework regarding business integrity and public service processes (for example, public procurement, customs and taxes)
- Solid experience in working with/applying quantitative indicators and rating methodologies
- Proven experience in using participatory research techniques involving stakeholders from multiple backgrounds
- Proven experience in conducting expert interviews
- Familiarity with the transparency, accountability and anti-corruption procedures of companies
- Proven commitment to practical policy reform and evidence-based advocacy in the field of anti-corruption and good governance
- The ability to write succinctly and for a non-academic audience
- Excellent writing skills in English