



Reimagining Industry to Support Equality

**TERMS OF REFERENCE**  
**RISE Local Expert | Cambodia**  
**January 2025 –June 2026**

RISE is seeking a **local expert** in Cambodia to support adaptation of the RISE Respect (addressing and preventing GBVH) program to Cambodia. The Local Expert will report directly to the Program Director work closely with the RISE Respect team in Europe and local implementing partner/s in Cambodia. As part of the program delivery team, the local expert will be responsible for supporting timely, high-quality project delivery and managing local stakeholder relationships to ensure smooth implementation.

The contractor needs to have experience working with global supply chain (such as garment, agriculture or other sectors) to develop and deliver worker capacity programs that consider the needs of women. The contractor needs to be based in Cambodia and speak Khmer and English.

## **BACKGROUND**

RISE is a collaborative effort with the goal of delivering a unified approach to women's empowerment in global supply chains. Bringing together the world's four largest women's empowerment programs in the global supply chains - BSR's HERproject, CARE International, Gap Inc.'s P.A.C.E. Program and ILO-IFC Better Work, RISE will leverage the combined experience in over 21 countries to achieve transformative change for the millions of women who work within supply chains globally.

RISE focuses on three interrelated pillars of action to tackle both immediate barriers and medium/long term structural improvements for women workers. These include increased agency, confidence, and communication, increased access to and control over financial products, services and resources, enhancement of the capabilities of unions and industry organizations to serve as gender champions, and implementation of policies at the workplace level, but also regional and national levels that promote gender equality.

**Pillar 1: Capacity Strengthening:** Working in factories in key countries, RISE will achieve impact with a network of local civil society partners and organizations working on gender equality to deliver worker capacity building programs. This includes RISE Respect, a 12 month workplace program which seeks to prevent and address violence and harassment in the world of work.

**Pillar 2: Market Transformation:** RISE will work with and encourage leadership from industry actors (brands, buyers, suppliers, and worker representatives) to improve operating practices at all levels in global value chains to support greater gender equality outcomes.

**Pillar 3: Influencing:** RISE will leverage the founding partners' existing relationships and identify opportunities to work in partnership to influence employer/company/factory policies, programs, and budgets, as well as government policies that impact workers, in particular women workers, and support the breaking down of harmful social and gender norms.

## **SCOPE OF WORK**

The local expert will have the following responsibilities which are described in greater detail below:

### **RISE Respect Program Adaptation**

- Manage, oversee and support the local partner to:
  - Conduct a rapid assessment using participatory methods (country analysis, worker/manager interviews, focus group discussions).
  - Ensure high-quality adaptation and contextualization of RISE Respect Program based on the findings and insights from the assessment. Adaptation of materials include, but not limited to, are curricula, toolkits (flipbooks, posters, guides), and communication materials for Cambodia.
  - Manage accurate translation (English to Khmer) of all program content and materials.
  - Facilitate Training of Trainers (ToT) sessions in collaboration with the RISE Respect team.

### **Stakeholder Engagement**

- Engage brands, suppliers, unions and donors as part of the program adaptation.
- Co-facilitate trainings for the Women's Union Network (WUN) alongside the local partner.
- Lead the integration of the RISE Respect materials into the Women Empowerment House (WE House) activities and platforms.
- Organize stakeholder meetings and coordinate logistics with the RISE team.

### **Project delivery**

- The local expert will support factory engagement by cultivating and maintaining relationships with factory management to enable smooth and timely needs assessments, program adaptation, and ongoing engagement.
- The local expert will track and oversee project activities such as work plans and review of the project reports and ensure the project compliance with RISE practices and standards.
- The local expert will maintain regular communication with the RISE Respect team and collaborate with country and program leads to ensure strategic alignment, consistent learning, shared best practices, and standardized, impactful delivery across countries.

### **Thematic Knowledge:**

- The local expert is expected to bring knowledge and experience in the areas of gender equality, women's economic empowerment, women's leadership, and advancement, supply chains, gender-based violence and harassment and capacity building.
- They will use their understanding of the program topics combined with their understanding of the local context to contextualize materials whilst adhering to the global approach.

### **DELIVERABLES**

- Manage and support the local partner to conduct a rapid needs assessment, including KIIs, FGDs, and a consolidated findings report.
- Oversee the adaptation and contextualisation of RISE Respect curricula, and communication materials based on assessment findings.
- Manage accurate and culturally relevant Khmer translation of all program materials.
- Facilitate Training of Trainers (ToT) sessions with local partners and the RISE team, including reviewing mock sessions to assess competency.
- Engage brands, suppliers, unions, and donors to inform program adaptation and build support for piloting.
- Co-facilitate Women's Union Network (WUN) training alongside the local partner.
- Lead the integration of adapted RISE Respect materials into WE House activities and platforms.
- Support factory engagement by cultivating and maintaining relationships with factory management for assessments and program rollout.
- Oversee project tracking, review work plans and partner reports, and ensure compliance with RISE practices and standards.
- Maintain regular communication with RISE country and global teams, sharing insights and best practices to ensure consistent and aligned program delivery.

### **Payment Schedule**

The Cambodia Local Expert will submit a monthly invoice including all days worked for the month and what activities were performed per deliverable. BSR will issue payment within 30 days of receiving the invoice. The contractor will be responsible for their own taxes and other statutory obligations.

The initial contract is expected to commence in January 2026 until June 2026. The contract will be reviewed in mid-2026 for extension, funding dependent.

### **Provision of Monitoring, Progress Controls & Payments**

The Local Expert will work under the direct supervision of the Program Director.

### **EXPERIENCE AND EXPERTISE REQUIRED**

- A good understanding of the overall supply chain, esp. garment and textile industry, in Cambodia, and have strong knowledge of the needs of workers.
- Rich experience in worker engagement and factory management engagement.

- Strong communication and coordination skills.
- Gender program expertise or experience is a strong plus
- Native Khmer speaking, and fluent in English both in speaking and writing
- Good flexibility to travel, mainly domestic travelling to factories.

## **Application Process**

Interested individuals must submit an application to [recruitment@riseequal.org](mailto:recruitment@riseequal.org) **before 5th January 2026** and reference the job title 'RISE Cambodia Local Expert' and in the email title and file name. Application must include:

- Cover letter with a summary statement of competencies in relation to the TOR
- Curriculum Vitae
- Daily rate and availability for this assignment
- Names and current contacts of 2 referees.

## **Confidentiality Statement and Intellectual Property Rights**

All data and information received from BSR for this assignment are to be treated confidentially and are only to be used in relation to the execution of these Terms of Reference.

All intellectual property rights arising from the execution of these Terms of Reference are assigned to RISE, as part of BSR. The contents of written materials obtained and used in this assignment may not be disclosed to any third parties without the expressed advance written authorization of RISE.

**Only suitable candidates will be contacted for an interview.**