



## Terms of Reference (TOR)

**Job Title:** Market Development Coordinator

**Job Location:** Hpa-An (Regular travel in project areas)

**Contract Duration:** 1 year

### Background

HEKS/EPER works globally for a more humane and equitable world, supporting people to overcome hardship and live with dignity. HEKS/EPER commenced working in Myanmar in 2017 as part of an initial pilot phase to explore new and innovative approaches towards development cooperation. HEKS focuses on sustainable support for smallholder farmers by promoting systemic change in the agri-food sector and creating opportunities for skills development, entrepreneurship, and employment-especially for disadvantaged groups.

HEKS/EPER (Swiss Church Aid) is commencing implementation of a new climate resilience project in South-East Myanmar, aiming to strengthen climate-resilient food systems and improve income-generating opportunities for vulnerable populations. The project applies to a Market Systems Development (MSD) approach and is implemented by a consortium of HEKS/EPER and national/local partners in Kayin, Kayah, Mon, and Southern Shan States. The Market Development Coordinator plays a vital role in designing and implementing market systems development (MSD) strategies, fostering inclusive and climate-resilient agricultural markets, and supporting the establishment of Agri-Food Market and Service Hubs.

### Minimum Qualifications and Experience:

- Bachelor's or Master's degree in Agribusiness, Agriculture, Economics, or related field.
- At least 5 years of practical experience in market systems/value chain development, preferably in fragile contexts.
- Understanding of climate-smart agriculture, regenerative practices, and rural enterprise development.
- Experience working with private sector actors, producer groups, and women-led MSMEs.
- Strong analytical, coordination, and facilitation skills.
- Demonstrated ability to work independently as well as collaboratively in a team.



- Ability to work under pressure. Must demonstrate positive behaviors and attitudes, including adaptability, problem-solving, and emotional intelligence, while fostering mutual respect among team members.
- High flexibility and curiosity for innovative solutions to longstanding challenges.
- Demonstrated cultural sensitivity and sound judgment.

#### **Job Description:**

The Market Development Coordinator will directly report to the Consortium Project Manager. **He or she will be responsible for carrying out the following key responsibilities:**

- Lead planning and implementation of MSD strategies across selected value chains.
- Conduct market assessments and stakeholder mapping exercises.
- Coordinate with local and regional market actors to facilitate inclusive linkages.
- Support the development of Agri-Food Market and Service Hubs.
- Promote the adoption of regenerative, climate-smart farming practices and technologies.
- Facilitate access to inputs, finance, and output markets for smallholders.
- Monitor market-based interventions and document best practices and lessons.
- Work closely with the MEAL specialist to assess outcomes and support adaptive management.

#### **Final Provisions:**

This position requires travel and flexibility to respond to local contexts. The ToR may be adjusted according to HEKS/EPER's HR policies and project needs. Additional duties may be assigned.

#### **We offer:**

- A key role in a strategic, high-impact, climate-resilience initiative.
- A supportive working environment with opportunities for professional growth.
- Competitive compensation and benefits.

**How to Apply:**

Please send your cover letter, CV, and two references to [nang.sankham@heks-eper.org](mailto:nang.sankham@heks-eper.org) by 7<sup>th</sup> May 2025. Only shortlisted candidates will be contacted. The selection process will include an interview and a written test. Due to the urgent need, early applications are encouraged, and a **rolling basis** will be applied.

**Subject line for application: Market Development Coordinator**