



Terms of Reference (TOR)

Job Title: Market Development Officer (3-positions)

Job Location: Kayin, Mon and Southern Shan State & Kayah

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. Market Development Officers (MDOs) are field-based staff who work directly with farmer groups, MSMEs, local actors and partners staff to implement inclusive and climate-smart value chain activities in target townships.

Minimum Qualifications and Experience:

- Bachelor's degree in Agriculture, Business, Rural Development, or a related field.
- At least 2 years of experience in community development, agricultural extension, or value chain support.
- Familiarity with market-based approaches, group formation, and producer support.
- Strong facilitation, communication, and coordination skills.
- Ability to travel project areas and villages, work with diverse communities and speak local languages is an asset.
- 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 Finance Coordinator will report directly to Market Development Coordinator. He or she will be responsible for carrying out the following key responsibilities:

- Support the formation and strengthening of producer groups and women-led enterprises.
- Facilitate training on regenerative farming, post-harvest handling, and business skills.
- Link producers with input suppliers, buyers, and service providers.
- Assist in organizing collective marketing and access to Agri-Food Service Hubs.
- Contribute to baseline and routine monitoring activities in coordination with the MEAL team.
- Collect and document success stories, field insights, and lessons learned.
- Coordinate with local authorities, CBOs, and private sector actors.

Final Provisions:

The MDO role may be expanded or adjusted in response to field conditions and project demands. HEKS/EPER staff policies and safeguarding standards apply to this position.

We offer:

- A meaningful opportunity to support conflict-affected communities in building resilient livelihoods.
- Training and coaching in market development and climate-smart agriculture.
- A supportive team culture and competitive compensation.



How to Apply:

Please send your cover letter, CV, and two references to nang.sankham@heks-eper.org by 7th 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 Officer