



**Memorandum of Understanding
Between
University of Battambang (UBB) & United Cambodia Agri Co Ltd (UCA)**

Valid from 1 May 2014 to 29 Apr 2015

UBB and AAG share commitment to supporting at Intern Outreach Program:

- to improve student practical knowledge of and a clear career path into agribusiness;
- to allow students to work closely with farmers, and develop a better view to their needs and motivations, and how to engage with farmers in a mutually respectful manner;
- to augment technical skills through contact with (and mentoring by) experienced staff;
- to allow AAG to select future staff members;
- to give UBB an extra source of ideas for student projects.

Both Parties commit to work towards enhancing the agribusiness/technical skills of newly graduating students.

Proposed Activities:

1. Agribusiness Career Promotion
2. Short Engagement
3. Long Engagement - Internships

UBB and UCA

Level 1: Agribusiness Career Promotion

Desired Outcome:

Students studying Agriculture hear and interact with Agri professionals about potential rewards, challenges and opportunities in the industry. This will be from locally based UCA Agribusiness staff who are focused on offering farmers superior service.

Responsibilities:

UCA will provide passionate agriculturalists to organised sessions.

UBB will gather interested, engaged students in efficient numbers to attend the UBB organised lectures, seminars, or other such gatherings.

Action Plan:

- UBB and UCA each forward an organisational representative
- They meet on a quarterly basis (or as needed) to organise interactions

Level 2: Short Engagement

Desired Outcome:

Students gain insight into farming, farmers and professional agriculture roles through short engagements with UCA. Practical short engagements to include field trips to UCA customers (small holder farms, corporate farms), field trips and or short duration work experience at UCA farm demonstration sites, research sites, and/or Retail Service Centres. Job preparedness examples may include helping group career planning, what a work day includes, and what work behaviours are



expected including ethics.

Responsibilities:

UCA will provide access to its passionate agriculturalists and work environments.

UBB will organise interested, engaged students in efficient numbers to attend the Short Engagements. They will pre-prepare them on expected behaviours and effort.

Action Plan:

- UBB and UCA each forward an organisational representative
- They meet on a quarterly basis (or as needed) to organise interactions

Level 3: Long Engagement - Internships

Desired Outcome:

Students transition successfully and efficiently from University to professional work. New employees taking on internships are more aware of working life. UCA on-board known employees who are better prepared for working life including practical, hands on experience.

Responsibilities:

UCA will provide safe work environments, fair pay, selection based on merit, and a professional training/mentoring program. UCA to provide feedback on Intern progress.

UBB will assist with student career guidance, CV and interview preparation, and advising UCA on student job fit for internship roles.

UCA and UBB will work jointly to learn and improve the Internship program.

Action Plan:

- UCA develop Intern job descriptions plus tailored induction and mentor programs
- UCA identify internally Mentors and provide training for them
- UBB develop internal marketing to make students aware of Intern opportunities at UCA
- UBB do first level screening of Interns suitable to UCA
- UBB assist UCA with the Recruitment process – pre-Interview mainly.
- UCA and UBB representative meet on a monthly basis to share status reports and learnings.

Budget/finance/in-kind support

Each organisation is expected to cash fund their own activities. Each event is pre-negotiated, but at a high level the following is understood:

Level 1: UBB organise the seminars and consumables at their own cost. UCA provide staff and UCA marketing material at UCA's cost.

Level 2: UBB organise and deliver field trips such as buses, refreshments and food at their own expense. UCA will host students and provide resources, training and activities at UCA's expense.

Level 3: UBB will provide career guidance and preparation. UCA will provide for costs during interview and post employment.

Intellectual property/copyright.

Each Party's intellectual property, processes, trade secrets and so on, will remain the property of that Party. UCA will require Interns to sign and respect UCA's Confidentially Agreement.

Renewal, variance, termination clause



Agreement renewal and or variance can be made at any time as long as both Parties agree in writing. Renewal is to be completed at least one month prior to Agreement expiry. Termination must be in writing from one Party to the other and must include at least two months notice. Note, Termination does not void any Confidentiality Agreements.

Dispute Resolution & Legal Jurisdiction.

1. In case of dispute, both Parties agree to solve the problem peacefully through reconciliation made by the nominees of each party. If reconciliation fails, an independent arbitrator, acceptable to both parties, will be appointed and both parties pledge to abide by the decision of the arbitrator.
2. This agreement is subject to the laws of the Kingdom of Cambodia.



H.E Ms Sieng Emtotim
Rector
University Battambang

Dr Philip Charlesworth
Director of Agriculture
United Cambodia Agri

DATE:

DATE: