

## JOB DESCRIPTION AND PERSON SPECIFICATION

**JOB TITLE:** Community Facilitator

**REPORTS TO:** Senior Project Officer

**DUTY STATION:** Rukungiri, Uganda

**DURATION & HOURS:** Fixed-term, full time contract ending 30 June 2023

### BACKGROUND

Farm Africa in partnership with UGACOF Ltd, secured a two and half year project (IMPACT), funded by the European Union, supporting coffee farmers in Western region (Rwenzori, Kigezi & Ankole).

The project focuses on reducing production, harvest and post-harvest losses, to expand marketing opportunities for smallholders and increase smallholders' price incentive through diversification into higher value export markets. This will be achieved by:

- Mechanisation of processing to reduce post-harvest and processing losses;
- Ensuring quality, sustainability and traceability standards as required by EU and ACP premium buyer demands;
- Ensuring farmers receive a price that reflects the quality of their produce and are therefore incentivised to continue to produce high-quality coffee.

A broad range of CSOs will be engaged in the project ranging from coffee farming households, local government, Uganda Coffee Development Authority and Agro-input Dealers and Suppliers. Key project activities will include; investing in **4 Washing Stations** and supporting Drying and Collection Centre facilities in Arabica-producing areas of Western Uganda, currently underserved by coffee processing facilities; building capacity of **8,000 coffee farming households**, through training and support on Good Agricultural Practices (GAP), Climate Smart Agriculture (CSA) practices, sustainability standards adherence and reducing harvest and post-harvest (HPH) losses at farm level.

### PURPOSE OF THE ROLE

The Community Facilitator will deliver ongoing training and support to farmers participating in the action, and in particular closely follow roll down of TOT trainings to farmer group members. They will also collect data on project outputs and share with the M&E officer for upload. S/he will work closely with UGACOF Ltd, and other stakeholders the project implementation.

### KEY TASKS AND RESPONSIBILITIES

#### 1. Training farmer groups and coffee farming households.

- ✎ Work closely with the trained ToTs to deliver coffee trainings to farmer groups/farmers on;
  - ✎ Group dynamics
  - ✎ Good Agricultural Practices (GAP),
  - ✎ Climate Smart Agriculture (CSA) practices,
  - ✎ Sustainability standards adherence
  - ✎ Reducing harvest and post-harvest (HPH) losses at farm level
  - ✎ GALS methodology
- ✎ Follow-up of trained farmers on adoption of practices trained

- Actively mobilize coffee growing farmers to bulk red cherries for wet processing at the micro-processing washing stations to meet UGACOF Ltd' certification requirements
- Ensure that farmers accurately separate Arabica coffee and Robusta coffee respectively, during harvesting and processing for quality maintenance
- Supporting establishment of nurseries for resistant varieties and advise on tree planting
- Support roll out voucher-type system for equipment purchase
- Training non-farming (or micro-holders) women & youth in GAP and CSA and link to farms with labour needs
- Promoting use of voluntary household land use agreements to increase women and youth decision-making roles in the coffee value chain

## **2. Working with partners**

- Working closely with the UGACOF Ltd linked SMEs on related service deliveries
- Supporting UGACOF Ltd during certification processes, internal and external audits/field visits
- Actively participate in the land agreements community workshops
- Participate in the UGACOF Ltd, UCDA and OWC meetings, and other meetings by oversight committee

## **3. Monitoring and reporting**

- Prepare and submit monthly and weekly plans and reports
- Keep Senior Project Officer regularly (weekly, monthly, or more frequently as requested) updated on delivery progress.
- Work with MEL intern & Senior Project Officer to regularly gather output data as required in the MLP for purposes such as internal progress reviews and donor reporting.
- As requested, support MEL Intern to collect information for stories, case studies and lessons learnt and share with Senior Project Officer & PC.
- Spend a high proportion of the time in the field, ensuring that all field activities are being delivered as planned and in line with Farm Africa Approaches/Methodologies.
- Any other duties that may be assigned

These essential functions are not to be interpreted as a complete statement of all duties performed. Employees will be required to perform other job related duties as required. All work responsibilities are subject to having performance goals and/or targets established.

PERSON SPECIFICATION	
Essential	Desirable
<b>Education, qualifications &amp; other knowledge</b>	
The ideal candidate should preferably hold a diploma in agriculture, extension, agribusiness, rural development or a related field	
Knowledge and understanding of the coffee value chain in Uganda	
<b>Experience</b>	
At least one year of professional experience working with cooperatives	
Experience of working in coffee value chain	
<b>Skills &amp; abilities</b>	
Very good analytical and information management skills	
A strong team player with good communication skills	
Good mobilization skills and ability to work under stress	
Ability to follow procedures and meet targets/deadlines	
Ability to work independently and with team members	
Familiarity with the area of assignment including the households' locations and terrain, sound contextual knowledge and fluency in speaking local language Rukiga/Runyankore is a must	

### Our Values

Investing in smallholder farming is the number one way to combat poverty in rural Africa. Farm Africa is a leading NGO specialising in growing agriculture, protecting the environment and developing businesses in rural Africa.

**EXPERT.** Deep expertise and insightful evidence-based solutions are at the heart of everything Farm Africa does.

**GROUNDLED.** Positive change starts with Africa's people, so our experts work closely with local communities, engaging them in every level of decision-making.

**IMPACTFUL.** We take a long-term view so we can deliver lasting changes for farmers and their families.

**BOLD.** We model innovative new approaches and are not afraid to challenge strategies that are failing.

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