

## JOB DESCRIPTION AND PERSON SPECIFICATION

**JOB TITLE:** Ethiopia Country Director

**REPORTS TO:** Director of Operations & Delivery

**STAFF REPORTING TO POSTHOLDER:** A management team of 3 – 4 people covering key operational aspects such as programme management, finance, HR and procurement. As well as having overall responsibility for around 120 programme, technical and support staff across 7 locations in Ethiopia (including Addis Ababa).

**LOCATION:** Addis Ababa with significant national travel and some international travel

### PURPOSE OF THE ROLE

Effective agriculture has the power to change lives. It underpins prosperity, food security and stability the world over. Farm Africa focuses on transforming agriculture and managing natural resources sustainably. We champion a holistic approach that boosts yields, protects the environment and connects smallholder farmers to thriving markets.

Farm Africa's work in Ethiopia is our largest, most dynamic, and innovative programme. The Ethiopia Country Director is a top-class leader, communicator, and manager who drives growth, delivers high quality and technically expert programmes, results aligned to Growth and Transformation Plan II (GTP) and Sustainable Development Goals (SDGs) with impact, as well as fronting some of our most important organisational relationships.

Our Ethiopian programme has projects throughout the Oromiya region, in Tigray, Benishangul-Gumuz, Southern Nations, Nationalities and People's Region (SNNPR), and Somali Region. The portfolio includes highly innovative work with the private sector on climate resilience in the lowlands, as well as ground-breaking work on eco-region management in Bale Mountains and the Central Rift Valley (CRV). In addition, we have in place solid grassroots work on Participatory Forest Management (PFM), Climate Smart Agriculture (CSA), as well as diversified livelihoods options for the extremely poor by linking them to markets in Oromia, SNNPR, Benishangul Gumuz, and Amhara regions.

The Country Director provides leadership and management to the Addis Ababa and field-based teams, ensuring staff, volunteers and beneficiaries are safeguarded, setting and delivering project goals, maintaining excellent relations with Government of Ethiopia at all levels – as well as providing technical and administration oversight. He/she is responsible for the financial sustainability of the Ethiopia operation, represents Farm Africa with donors, potential implementing partners, and private sector, and crucially provides the link between Addis Ababa and the rest of the organisation.

### KEY TASKS AND RESPONSIBILITIES

▼ **Relationship management and representation.**

**Understand and engage with principal stakeholders that are critical to the success of our work,** including:

- Build relationships of trust with the Charities and Societies Organisation (CSO), to ensure an efficient administrative relationship, but also to ensure that the Director's door is open and there is a smooth relationship upon which to address any challenges.
- Build on already solid relationships with Ministry of Agriculture, Commission of Environment and Forests and Climate Change, Regional Offices, relevant regional Bureaux and others to ensure our work is relevant to Government priorities, engaging the Government machinery effectively in delivery, and feeding appropriate lessons and evidence to decision-makers and policymakers.
- Maintain a strong relationship with key existing donors, ensuring we are delivering on- and effectively communicating- excellence in project delivery and solid evidence of impact. Diversify our donor base locally, building new strong relationships to secure additional project funding.
- Strengthen and expand our network of relevant private sector partner's in-country, finding market opportunities, as well as opportunities for co-design and joint delivery of projects that fit the strategic needs of the country and deliver change for communities.

▼ **Strategic leadership of the overall programme**, including:

- Ensure the overall portfolio of Farm Africa in Ethiopia reflects our 4 key pillars of agriculture, natural resource management, market development and community engagement focusing on gender. Structure the pipeline in such a way that it delivers exciting new projects which are closely aligned with the organisation's theory of change, and report against common KPIs.
- Identify, with the team, possible partnerships, and specific geographic opportunities to deliver against this.
- Be a champion for results-based management across the portfolio, supporting teams to generate credible evidence and reflect on how to achieve excellence, representing lessons learned, and ensuring the future direction of the programme builds on lessons and evidence.

▼ **Lead the efficient and effective administration of the programme; ensure the organisation is within GoE law, drive cost recovery for sustainability of the operation, and provide support and protection to all staff to do their job**

- Carefully manage risks to the programme
- Ensure emergency protocols are in place to ensure duty of care to all staff.
- Closely monitor and take responsibility for Farm Africa's compliance with Charities and Societies Legislation
- Provide leadership in contractually securing, and then recouping, sufficient cost recovery to cover all costs of programme delivery.

▼ **Be an inspiring leader across the organisation; contribute to wider leadership and development of Farm Africa:**

- Contribute to organisational learning by identifying innovations and factors which contribute to or inhibit success and impact.

- Contribute to the wider leadership and development of Farm Africa as an organisation by active contribution to Director's Group deliberations and decisions.
- Contribute technical input to key areas of approach development, from an Ethiopia perspective.

▼ **Deliver through your people:**

- Recruit and lead a team that is bought into the shared strategy, is aligned across technical areas, delivers excellence, solves problems together and holds each other accountable for impact.
- Performance manage staff effectively, including building a culture of feedback and nurturing the next generation of Farm Africa leaders.
- Put in place a planning and evaluation cycle in order to regularly assess whether the strategy is 'working', and adapt rapidly in response to new challenges and opportunities.
- Ensure that the Ethiopian team are fully conversant with their obligations and duties in relation to Farm Africa Code of Conduct and Safeguarding policies
- Be the interface between the Ethiopia team and the rest of the organisation by representing the team's views, and communicating issues and priorities from the rest of the organisation to the team.

▼ **Core Behaviours**

We assume that as Farm Africa CD you will have all (or most of) the competencies of leadership, a top-class agriculture, private sector and natural resource management expert. Above all else, we expect you to display a passion and endless enthusiasm for the role of agriculture (and smallholder farmers) in delivering transformational change in Africa. We also expect you to:

- Build strong senior relationships across a range of stakeholders characterised by a healthy balance of rapport and challenge in order to develop a clear and focused strategy
- Read the political landscape and key relationships effectively to ensure the strategy is workable
- Represent the 'legacy' of Farm Africa's work in the past, upon which our solid reputation is built
- Effectively communicate Farm Africa's wider organisational mission to the team and stakeholders, and pro-actively drive the direction of the organisation

You will also:

- Deliver through your team by building trust, aligning against the shared strategy, and tailoring your support to their challenges and objectives
- Create a culture of feedback, debate and learning to solve the most pressing issues as a team creatively and genuinely
- Respond to new challenges and opportunities decisively by adapting the team's approach and innovating

Identify key measures of success and put in place the systems and culture so that the team hold each other accountable to them

PERSON SPECIFICATION
<b>Education, qualifications &amp; other knowledge</b>
Master's degree or higher in relevant subject would be desirable
<b>Essential experience</b>
A profound understanding of the socio-political and economic climate and institutions in Ethiopia and the region
High level of expertise in agriculture, agricultural economics, natural resource management or closely related field in a developing country context
Strong leadership and management experience, gained as a senior manager in an organisation of similar complexity, with clear evidence of having made a strategic contribution to the organisation's aims and objectives
Significant experience of managing operational teams in complex environments, including a profound understanding of operational and delivery risk
Significant demonstrable experience of delivering projects to time and budget in Ethiopia or other relevant countries
Strong track record in the developing of and the fundraising for new programmes; with a range of stakeholders including governments, institutional funders, the private sector and NGOs
Experience in working with multiple partners including grass roots communities, private sector, governments and NGOs
Proven track record as thought leader and influencer
Experience of working in Sub-Saharan Africa in a rural context

## 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.

Contact details:

[www.farmafrica.org](http://www.farmafrica.org)

[recruitment@farmafrica.org](mailto:recruitment@farmafrica.org)

Farm Africa, 9<sup>th</sup> floor, Bastion House, 140 London Wall, London EC2Y 5DN

Tel: +44 (0)20 7430 0440

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