

JOB DESCRIPTION AND PERSON SPECIFICATION

Farm Africa, founded in 1985, is an international non-governmental organization working in Uganda, Ethiopia, Kenya and Tanzania. We drive agricultural and environmental change to improve lives. Our strategy has three pillars: agricultural expertise, management and preservation of ecosystems, and the power of business to drive prosperity. We believe Africa has the power to feed itself and are helping make this happen by establishing and spreading the best farming and forestry techniques so that poor farmers and herders have more food to feed their families and to sell. We help smallholders manage their natural resources sustainably so that they can withstand climate change challenges and shocks and ensure their families have enough food in the future as well as now. Farm Africa works in partnership with communities, government, local and international organizations, and the private sector to innovate, learn and share best practices for maximum impact of our projects.

JOB TITLE: Community Facilitator – Livestock for Livelihoods, Uganda

REPORTS TO: Livestock Officer (Moroto) –L4L

DIRECT REPORTS: None

DUTY STATION: Moroto, Karamoja Sub- region, Uganda

DURATION & HOURS: Three year fixed-term contract, full-time

BACKGROUND

Farm Africa has the ambition to be the leading European NGO specialising in Agriculture, Natural Resource Management and Market Engagement. It has recently been awarded a £5m grant for a Livestock for Livelihoods (L4L) programme operating in Uganda’s Karamoja sub-region and Ethiopia’s South Omo zone funded by the UK government (UK Aid). The project will be implemented across four districts of Karamoja sub-region (Moroto, Napak, Kotido & Nakapiripirit).

During this four year programme Farm Africa will work with local civil society, SMEs, cooperatives and farmer organisations to develop market systems that support livestock services and enterprises for 21,000 women, contributing to women’s economic empowerment, reduced poverty and improved nutrition of women and children. The project will address market failures in animal health and breeding services to improve livestock productivity, build capacity and assets of herders, establish trade and enterprise opportunities and improve household nutrition practices through behavioural change. It will demonstrate how nutrition interventions can build on women’s economic empowerment to contribute to both increased income and improved household nutrition.

PURPOSE OF THE ROLE

The Community Facilitator is responsible for creating awareness to target communities about the project, mobilizing women into Women Livestock groups (WLGs) to participate in the project in line with project guidelines and supporting their development to increase the size and productivity of their goat herds, savings and credit, land use and fodder management and value addition in designated sub-counties of Moroto, Napak, Nakapiripirit and Kotido districts in line with the operational plan for the project.

The Community facilitator will work under the direct supervision of L4L Livestock officer and with the team from our nutrition partners, AFRIL, to ensure that members of the women’s

livestock groups are actively participating in activities designed to drive behaviour change and improve nutritional outcomes at a household level.

KEY TASKS AND RESPONSIBILITIES

The key responsibilities of the Community Facilitator will be:

1. Community Mobilization and Engagement

- ✎ Work with the livestock officer and other project team members to develop community sensitization plan
- ✎ Facilitate community awareness sessions with other stakeholders
- ✎ Identify and mobilize target women into Women livestock groups to participate in the L4L Project
- ✎ Generate a profile of the beneficiaries, both individual and WLGs profiles
- ✎ Develop and maintain a database of all the beneficiaries within the area of responsibility

2. Delivering Technical Excellence

- ✎ Provide ongoing support to women's livestock groups – delivering ongoing training in areas such as leadership and group dynamics, savings and credit, goat rearing and land use and fodder management
- ✎ Conduct post-training monitoring and mentorship of groups to ensure successful adoption
- ✎ Provide ongoing support to a group level revolving scheme, ensuring relevant group level by-laws and agreements are being developed and adhered to
- ✎ Promote saving culture and of good nutritional practices among the WLGs members
- ✎ Identify group performance/management problems, provide necessary support to them and articulate challenges faced to the Livestock Officer
- ✎ Take lead in building the capacity of farmers and farmer groups to effectively engage with the markets

3. Monitoring, Evaluation, Learning and Reporting

- ✎ Contribute to internal and external reporting, by regularly collecting and collating information from women's livestock groups supported by the project using the tools provided by the project
- ✎ Participate in weekly project planning and review meetings with the Livestock officer and with the rest of the team
- ✎ Ensure that project reports are frequently compiled and submitted in line with Farm Africa guidelines and donor requirements

4. Visibility and Communication

- ✎ Support in collecting information and pictures for success stories, fact sheets, case studies and lessons learnt as required

5. Organisation

- ✎ Play an active role as a member of the Farm Africa Uganda team

- ✎ Identify and advise the Livestock Officer on opportunities to grow and expand the country project pipeline, both in relation to the current project or related to new project opportunities for Farm Africa Uganda
- ✎ Perform any other duties that may be assigned by project staff

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
Education, qualifications & other knowledge	
Diploma or equivalent in Agriculture, Livestock, Rural/Community Development, Pastoral Development, Agribusiness, Rural Livelihoods or other relevant field	
Knowledge and good understanding of pastoral production systems	
Experience	
At least 2 years community mobilization and engagement experience within pastoral production systems	Field level experience in community mobilization to participate in project activities, sensitization, designing and conducting trainings and promoting behaviour change for pastoralist communities
Experience of establishing or supporting the development of village level savings groups	Experience promoting culture of savings among pastoralists
Demonstrable Experience in facilitation of Adult Learners	Experience of designing and conducting trainings using gender-sensitive techniques and methodologies
Experience of establishing or supporting the development of village level savings groups	Experience promoting culture of savings among pastoralists
Experience of working in Karamoja	Field level experience in community mobilization to participate in project activities, sensitization, designing and conducting trainings and promoting behaviour change for pastoralist communities
At least 2 years community mobilization and engagement experience within pastoral production systems	Experience promoting culture of savings among pastoralists
Skills & abilities	
Ability to build strong relationships with stakeholders and communities based on trust and collaboration	
Ability to communicate and share knowledge with a broad range of stakeholders with differing backgrounds and abilities.	Problem identification, analysis and solving of complex issues

Energetic and assertive with a positive mindset	
Good community mobilizer with strong organizational skills	
Ability to build strong relationships with stakeholders and communities based on trust and collaboration	
Ability to communicate and share knowledge with a broad range of stakeholders with differing backgrounds and abilities.	

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.