

## JOB DESCRIPTION AND PERSON SPECIFICATION

**JOB TITLE:** Agribusiness Officer

**REPORTS TO:** Agribusiness Technical lead

**STAFF REPORTING TO POSTHOLDER:** None

**LOCATION:** One of the Programme sites (Kakamega, Kisumu, Homa Bay, Busia, Siaya, Kilifi)

**DURATION & HOURS:** Fixed term, full-time, renewable based on performance and availability of funds.

### PURPOSE OF THE ROLE

The Agribusiness officer will support entrepreneurship activities in the ***Empowering Youth in Sustainable Aquaculture Markets and Jobs creation program*** implemented by Farm Africa in partnership with Mastercard Foundation. The programme aims to tap the potential offered by the aquaculture sector for entrepreneurship and employment, building knowledge and capacity so that young people, especially women and youth, are attracted by the opportunities and growth potential offered by working in the aquaculture and mariculture sectors. The Programme covers Kakamega, Kisumu, Homa Bay, Busia, Siaya, and Kilifi Counties.

The Agribusiness Officer is responsible for supporting and facilitating various aspects of agricultural business operations. This role involves contributing to crop management, supply chain coordination, market analysis, and the implementation of sustainable practices within the agribusiness sector. The Agribusiness officer should have a strong background in entrepreneurship and Agribusiness management with a deep understanding of business operations in the aquaculture sector. He/she should be well experienced in business development, enterprise capacity building, value chain strengthening, market linkages and private sector engagement in the aquaculture sector.

### KEY TASKS AND RESPONSIBILITIES

#### Activity Implementation and Reporting

- ✎ Collaborate with the project team to develop project plans, objectives, and strategies related to the programme.
- ✎ Design and implement activities that enhance the aquaculture value chain actors' skills on entrepreneurship and business management.
- ✎ Develop and manage programme timelines, budgets, and resources efficiently.
- ✎ Develop quality reports, success stories and tracking of key programme deliverables.

#### Agribusiness and market development

- ✎ Implement the agribusiness strategy and action plan for the aquaculture programme and collaborate with other teams to integrate the agribusiness component effectively.
- ✎ Conduct enterprise needs assessments for the selected value chain actors and develop appropriate training materials.
- ✎ Identify market opportunities, challenges, and potential risks associated with aquaculture and recommend strategies to address them.

- ✎ Facilitate linkages between aquaculture farmers and input suppliers (agro dealers, hatcheries, feed millers), aggregators and financial service providers (identified MFIs).
- ✎ Providing training, coaching, and mentorship to aquaculture farmers, agricultural workers, and other value chain actors to enhance their understanding of agribusiness concepts and practices.
- ✎ Provide technical support and guidance to farmers and entrepreneurs in the value chain on effective business management practices.
- ✎ Facilitate linkages and access to finance, credit, and insurance services for farmers to support their investment and expansion.
- ✎ Conducting financial analyses, including cost-benefit analyses, profitability assessment, and risk management, to determine the financial feasibility and sustainability of various agribusiness activities.

### Monitoring Evaluation and Learning

- ✎ Monitoring and evaluating the performance of agricultural operations, identifying areas for improvement and implementing mitigation plans for risks and challenges.
- ✎ Working alongside the MEL department, develop and implement monitoring and evaluation frameworks to track project progress and outcomes.
- ✎ Collect and analyse data on project activities, impact, and effectiveness.

### Stakeholder Engagement:

- ✎ Collaborate with government agencies, NGOs, financial institutions, market actors, and other stakeholders to foster partnerships and ensure project alignment.
- ✎ Facilitate dialogues, workshops, and knowledge-sharing sessions with stakeholders to promote collaboration and exchange of ideas.

### Reporting:

- ✎ Compile monthly and quarterly reports (with illustrations such as graphs) to indicate the progress of the programme implementation activities.
- ✎ Prepare reports and presentations summarizing project results and lessons learned.
- ✎ Any other duties as may be directed by the line manager or programme manager.

| PERSON SPECIFICATION   |   |
|--|---|
| Essential  | Desirable   |
| <b>Education, qualifications &amp; other knowledge</b>   |   |
| <ul style="list-style-type: none"> <li>• Bachelor’s degree in Agriculture, Agribusiness, Agricultural Economics, or related field.</li> <li>• Strong knowledge of agribusiness development, market analysis, value chain development, and market-oriented approaches.</li> <li>• Proven experience in project implementation, preferably in the aquaculture sector or agricultural development projects with a focus on agribusiness.</li> </ul> | <ul style="list-style-type: none"> <li>• Deep Knowledge in Agribusiness Management in the aquaculture sector.</li> <li>• Good understanding of the role of the private sector in the aquaculture value chain.</li> <li>• Previous NGO or private sector work experience in rural development</li> <li>• Skills in providing business curriculum trainings and marketing.</li> </ul> |

| Experience  |  |
|---|--|
| <ul style="list-style-type: none"> <li>At least 3 years' experience in the agricultural sector preferably in the aquaculture sector and a strong value chains and market engagement focus.</li> </ul> | <ul style="list-style-type: none"> <li>Field based experience implementing small holder projects and providing Business Development Services (BDS) to enterprises in the aquaculture value chain.</li> </ul> |
| Skills & abilities  |  |
| Financial management  | Report writing skills  |
| Agricultural value chains development   | Field level training   |
| Participatory planning, monitoring & evaluation   | Capacity building of organisations & individuals   |
| Effective communication (both verbal & written)   | Familiarity with smartphone mobile training tools  |

## 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:** Expertise and insightful evidence-based solutions are at the heart of everything Farm Africa does.
- **GROUNDLED:** Our teams and partners work closely with local communities, engaging them in every level of decision-making.
- **IMPACTFUL:** We deliver long lasting change for farmers, their families, and the environments they live in.
- **BOLD:** We model innovative approaches and are not afraid to challenge strategies that are failing.

## HOW TO APPLY:

If interested in this role, please apply via this link

<https://www.brightermonday.co.ke/listings/agribusiness-officer-xpjwm4>, so as to be received by **Thursday 18<sup>th</sup> January 2024.**

**Only short listed candidates will be contacted.**

*Farm Africa is an equal opportunity employer and promotes gender equity. Canvassing will lead to automatic disqualification. Farm Africa does not charge a fee at any stage of the recruitment process. (E.g. Application, interview, meeting, processing, training or any other fees).*