

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Agribusiness Technical Lead (TL)

REPORTS TO: Deputy Programme Manager

STAFF REPORTING TO POSTHOLDER: Agribusiness Officer

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 purpose of the role is to provide technical leadership in Agribusiness for a program titled ***'Empowering youth in sustainable Aquaculture Markets and Job creation program'*** that is being 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 Technical Lead plays a crucial role in providing technical expertise and leadership in the agribusiness sector. This position involves overseeing and managing various aspects of agricultural business operations, integrating technology and innovation to enhance productivity, profitability, and sustainability. The Agribusiness Technical Lead should have a strong background in entrepreneurship, business management or a related field, with a deep understanding of agribusiness operations in the aquaculture sector. He/she should be well experienced in aquaculture business development, enterprise capacity building, value chain strengthening, market linkages, private sector engagement, analytical, problem-solving and communication skills, along with the ability to lead and motivate teams. A high level of competence in project budgeting, quality reporting and work planning is essential.

KEY TASKS AND RESPONSIBILITIES

Activity Implementation and Reporting

- ✎ Take overall responsibility for the work planning, implementation and management of the agribusiness component of the programme.
- ✎ Track project progress on a weekly basis and provide routine updates as agreed with the Programme Manager.
- ✎ To manage the programme's agribusiness component in accordance with programme documents, work plans and budgets and ensure that work is consistent with Farm Africa's strategies and the conditions of Mastercard Foundation contract.
- ✎ Contribute in development of monthly, quarterly and annual reports.
- ✎ Maintain regular communications with the line manager and other team members.
- ✎ Supervise the Agribusiness officer to ensure that they deliver on their work.

Delivering Technical Excellence

- ✎ The Agribusiness team lead will be responsible for ensuring the technical excellence

of all activities delivered within the project with a specific focus on training in Agribusiness.

- ✘ Work with the Deputy Programme Manager to identify areas of technical development within the project and team and mobilize resources to support this.
- ✘ Ensure follow up of technical trainings to analyze effectiveness and uptake of trainings.
- ✘ Develop and execute the agribusiness strategy and action plan for the aquaculture programme and collaborate with the teams to integrate the agribusiness component effectively with other programme activities.
- ✘ Conduct enterprise needs assessments for 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.
- ✘ Carry out Business to Business (B2B) linkages between farmers to input suppliers (agro dealers, hatcheries, feed millers), aggregators and financial service providers (identified MFIs)
- ✘ Conduct market research to identify potential buyers, distributors, and new market segments and collaborate with relevant partners to facilitate knowledge exchange and learning within the aquaculture industry
- ✘ Assess and select suitable aquaculture business models such as Business to Consumer (B2C) approach that satisfy the needs and preferences of individual consumers, taking into consideration market demand, site suitability, and technical feasibility.
- ✘ Providing training, coaching, and mentorship to implementing partners, farmers, agricultural workers, and team members, ensuring they have the necessary skills and knowledge to successfully carry out agribusiness activities.
- ✘ Provide technical support and guidance to farmers and entrepreneurs on effective farm management practices and provision of Business Development Services.
- ✘ Develop and implement business and investment plans for aquaculture farms, including feasibility studies, financial projections, and risk assessment.
- ✘ Review and monitor farm production, cost control, and revenue generation to ensure profitability and sustainability.
- ✘ Conduct training programs and workshops for farmers and project staff to enhance their understanding of agribusiness concepts and practices.
- ✘ Establish and maintain effective partnerships and networks with industry stakeholders, including input suppliers, buyers, processors, and distributors.
- ✘ Facilitate access to finance, credit, and insurance services for farmers to support their investment and expansion.
- ✘ Identify and explore export opportunities for aquaculture products and establish linkages with national and international markets.
- ✘ Represent the aquaculture project in industry forums, conferences, and meetings to promote collaboration and knowledge sharing.
- ✘ Conducting financial analyses, including cost-benefit analyses, profitability assessment, and risk management, to determine the financial feasibility and sustainability of various agribusiness activities.
- ✘ Collaborating with external stakeholders, such as government agencies, financial institutions, suppliers, and research institutions, to leverage resources, maximize opportunities, and stay up-to-date on best practices and regulations in agribusiness.
- ✘ Keeping abreast of industry trends, technological advancements, and emerging practices in agribusiness, and providing recommendations for innovation and improvement.

- ✎ Playing a strategic role in business planning, including developing business models, analysing investment opportunities, and assisting in the formulation of long-term strategies for sustainable growth and profitability.

Monitoring Evaluation and Learning

- ✎ Adhere to Farm Africa’s Monitoring, Evaluation and Learning (MEL) practices and frameworks and ensure that project team actively collect, analyze and manage data to feed into project delivery.
- ✎ In collaboration with the M&E team, develop and implement a project monitoring and evaluation process, capturing project outcomes/impact and lessons learned.
- ✎ Monitoring and evaluating the performance of agricultural operations, identifying areas for improvement, and developing and implementing mitigation plans for risks and challenges.
- ✎ Support in evaluation studies, development of success stories, research and analysing market trends to develop strategic plans for soybean production and marketing.

Visibility, Communication and stakeholder management

- ✎ To manage and nurture mutually beneficial partnerships with other stakeholders, including implementing partners, various service providers and private sector companies in the value chains promoted.
- ✎ To keep abreast of relevant changes in government policy in the agricultural sector that could affect the Programme and advise senior management accordingly.
- ✎ Contribute to the development and implementation of the project’s visibility strategy in line with donor guidelines.

Other Roles

- ✎ In consultation with the Deputy Programme manager, to act as an ambassador, promoting the project and the work of Farm Africa, including hosting visitors, speaking at workshops, conferences and meeting donors and other officials as and when required.
- ✎ To ensure that the project contributes to, responds to and complies with all relevant Agriculture sector policy developments.
- ✎ To undertake any other duty as may be directed by the line manager or Country Programmes Manager from time to time.
- ✎ To play an active role in the Farm Africa Kenya team.

PERSON SPECIFICATION	
Essential	Desirable
Education, qualifications & other knowledge	
<ul style="list-style-type: none"> • Bachelor degree in Agriculture, Agribusiness or other related field. • Extensive knowledge of agribusiness development, market analysis, value chain development, and market-oriented approaches. • Proven experience in project management, preferably in the aquaculture sector or in agricultural 	<ul style="list-style-type: none"> • Deep Knowledge in Agribusiness Management in the aquaculture sector. • Private sector experience in the aquaculture sector. • Good understanding of the role of the private sector in the aquaculture value chain. • Clear understanding of how small

development projects with a focus on agribusiness. <ul style="list-style-type: none"> • Experience in developing business curriculum materials and providing training to various actors in the agricultural sector. 	scale producers are linked to the private sector or markets for their produce.
Experience	
At least 7 years' experience in the agricultural sector preferably in the aquaculture sector and a strong value chains and market engagement focus.	Field based experience implementing small holder projects and providing Business Development Services (BDS) to enterprises in the agricultural sector.
Skills & abilities	
Project management	Negotiating & managing partner relationships
Team building	Field level training
Financial management	Policy influencing
Agricultural value chains development	Fundraising
Participatory planning, monitoring & evaluation	Capacity building of organisations & individuals
Effective communication (both verbal & written)	Familiarity with smartphone mobile training tools
Report writing skills	
Strong, decisive and results oriented leader	

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-technical-lead-tl-mg5vwm>, so as to be received by **Thursday 18th 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).