

## JOB DESCRIPTION AND PERSON SPECIFICATION

<b>JOB TITLE:</b>	Team Leader, Virunga National Park Programme
<b>PROGRAMME FOCUS:</b>	Coffee value chain development
<b>REPORTS TO:</b>	Farm Africa Director of Programmes
<b>REPORTING STAFF:</b>	Small core team of experts and a wider pool of consultants
<b>DURATION &amp; HOURS:</b>	Full time, 18 months fixed term renewable contract
<b>KEY RELATIONSHIPS:</b>	Farm Africa Programme Manager, VNP Development Director, Cooperative senior management, lead coffee marketing partners
<b>LOCATION:</b>	Goma, North Kivu, DRC with frequent travel to Butembo, Mutwanga and Rutshuru/VNP

### PURPOSE OF THE ROLE

DRC coffee is perhaps the most compelling and underdeveloped of all coffee origins. In Eastern Congo, the two provinces of North and South Kivu hold some of the most promising coffee production areas in the world, regularly recording high specialty grade cupping scores and garnering the attention of some of the best known roasters. North Kivu, in particular, has thousands of farmers excited to engage the specialty coffee value chain.

Virunga National Park (VNP) has contracted Farm Africa to develop, design and implement a set of interventions for the North Kivu coffee value chain with a budget of 1.6 million Euros over four years. This programme will be implemented within the framework of an EU agriculture programme recently secured by VNP. The primary objectives of the program are improved income generation and food security for communities near the park. The Team Leader will work for and report to Farm Africa and coordinate with VNP.

This programme will focus on the further development and scaling of two coffee cooperatives – from farm management, production and processing to marketing – in conjunction with other relevant secondary agriculture value chains.

VNP is a UNESCO World Heritage site, internationally recognized for its wildlife and habitats. It is the continent's most biologically diverse protected area and a national park pursuing an ambitious development programme. Alongside essential conservation work, VNP is dedicated to supporting local communities. VNP has a vision for responsibly harnessing the Park's natural resources to create new opportunities for the four million people that live within a day's walk of the Park borders. For more information, go to <https://virunga.org/about>.

Farm Africa is one of the largest NGOs exclusively focused on Africa and agriculture. Farm Africa reduces poverty by helping farmers “grow more, sell more and sell for more”. Farm Africa works in Ethiopia, Kenya, Tanzania, Uganda and DR Congo, growing the agriculture sector, protecting the environment and developing businesses in rural areas. For more information, go to <https://www.farmafrica.org/what-we-do/what-we-do>.

## KEY TASKS AND RESPONSIBILITIES

The Team Lead for VNP DRC will have overall responsibility for programme planning and implementation in DRC. Key programme activities are expected to include:

### Inception phase (6 months):

- ✎ Validation and definition of the detailed scope for interventions with smallholders, cooperatives and other stakeholders in the coffee value chain
- ✎ Production of a gendered value-chain mapping of proposed interventions
- ✎ Identification key topics for the first year of the annual learning programme
- ✎ Development of the log frame and results framework
- ✎ Establishment of strong relationships with other contractors within the VNP programme
- ✎ Establishment of strong relationships with other relevant donor programmes
- ✎ Identification of target audiences for advocacy and learning outputs of VNP, and effective communications tools for these different audiences
- ✎ A detailed work plan and budget for the first 12 months and outline work plan and budget for the remaining programme period
- ✎ Establishment of programme management tools
- ✎ Production of a visibility statement and delivery chain maps
- ✎ Production of the inception report

### Implementation Phase:

- ✎ Provision of technical assistance and ongoing support, coaching and guidance primarily to smallholders and cooperatives
  - Progressively improving coffee quality and volume
  - Improving cooperative management capabilities and smallholder member solidarity
  - Marketing coffee output with a focus on building long term buyer relationships and maximizing prices
- ✎ Ongoing identification of new opportunities for technical assistance within the coffee value chains – and delivery of this technical assistance
- ✎ Ongoing identification of and engagement with other organisations and stakeholders that could support the delivery of the wider objectives of the VNP project
- ✎ Impact monitoring, including the delivery of verification studies
- ✎ Generating case studies and learning that can be used to advocate for investment in smallholder related agriculture by investors, governments and donors

## PERSON SPECIFICATION

Essential	Desirable
<b>Education, qualifications &amp; other knowledge</b>	
In-depth practical understanding of the key challenges facing smallholder agriculture and agribusiness sectors in sub-Saharan Africa, gained through relevant work experience	Practical understanding and experience of coffee value chain
In-depth understanding of, and practical experience of delivering programmes using market-based approaches to development	Post graduate qualification in relevant field
French language proficiency and knowledge of Swahili	
<b>Experience</b>	
Significant project management experience	Experience of working in DRC
Experience of developing strategies and managing complex programmes with multiple partners and external stakeholders	
Experience in implementing gender transformative programming	
<b>Skills &amp; abilities</b>	
Evidenced ability to build strong relationships with stakeholders based on trust, collaboration, demonstrated commitment and impact, deploying a wide range of influencing techniques	

## 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:

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