



FARM AFRICA

Programme Advisory Trustee

Candidate Brief



Photo credit: Farm Africa / Jon Spaul

Contents

LETTER FROM THE CHAIR.....	1
ABOUT FARM AFRICA.....	2
VISION.....	4
CONTEXT	5
EXAMPLE OF OUR WORK.....	6
THE ROLE.....	7
APPLICATIONS	9



LETTER FROM THE CHAIR

Dear Candidate,

I am delighted you are interested in Farm Africa's work and joining our Board of Trustees.

Half of the world's extreme poor live in sub-Saharan Africa, and the vast majority work in agriculture. Farm Africa is one of the leading technical INGOs in agriculture, natural resource management and market engagement. Our work uses technical expertise, management, and preservation of ecosystems, as well as the power of business, to reduce poverty by helping farmers grow more, sell more, and sell for more.

At Farm Africa, we know that effective agriculture has the power to change lives - underpinning food security, prosperity and climate resilience. I joined as the Chair last year and I'm inspired by the relevance of our mission, the quality of our work and the capabilities of our teams and partners.

Farm Africa is at a pivotal moment in its development, and our work is more relevant than ever to the challenges facing smallholder farmers in eastern Africa. From climate extremes to the need for stronger market access and women's economic empowerment, our technical expertise and market-driven approach deliver sustainable, long-term change.

Our projects - from regenerative agriculture to carbon financing - not only demonstrate tangible impact but also shape policy and practice at scale. The relationships we build with farming communities endure and continue to support resilient and thriving livelihoods.

We are now seeking an individual to join our Board of Trustees and Programme Advisory Committee (PAC), we are seeking someone who brings extensive expertise in programme design and impact investment, as well as a strong understanding of how innovative financing and results-based programming can drive sustainable development outcomes.

This is an exciting opportunity for someone who is passionate about sustainable development in Africa, and can bring extensive experience, expertise, and commitment to Farm Africa's mission.

If you share our ambition and would like to help drive meaningful change for communities across eastern Africa, we would be delighted to hear from you.

Amar Inamdar

Chair of the Board of Trustees, Farm Africa

ABOUT FARM AFRICA

Farm Africa has worked in eastern Africa for more than 40 years, and now has programmes in Ethiopia, Kenya, Tanzania and Uganda.

While huge progress has been in bringing global poverty levels down, sub-Saharan Africa has benefited the least. Today, half of the world's extreme poor live in sub-Saharan Africa and the vast majority work in agriculture.

Farm Africa tackles three big challenges that trap people in poverty: ineffective agriculture, environmental destruction, and lack of access to markets. We focus on developing innovative solutions that find the right balance between producing food and conserving the environment.

Prosperity in Africa depends on making agriculture work better, using natural resources well, and creating stronger markets for what farmers produce.



AGRICULTURE

Developing agricultural expertise for long-term change.



ENVIRONMENT

Safeguarding the environment for years to come.



BUSINESS

Boosting business to drive prosperity.

AGRICULTURAL EXPERTISE

Effective farming techniques are key to driving up agricultural production in Africa. Farm Africa ensures that farmers make the most of their land, whether they grow crops, keep livestock or manage fisheries.

MANAGEMENT AND PRESERVATION OF ECOSYSTEMS

Widespread deforestation and destruction of grazing lands threaten the livelihoods of forest communities, pastoralists and farmers across eastern Africa. We use our forest and grazing land management expertise to work with farmers to conserve their resources for the long term.

We help unlock the potential to make conservation profitable. We help farmers grow incomes from land and forests, farming honey and coffee, growing trees for timber, or protecting forests in exchange for carbon credit payments.

THE POWER OF BUSINESS TO DRIVE PROSPERITY

Farm Africa works to strengthen every aspect of farming supply chains, from soil to supermarkets. We ensure farmers adapt to what buyers want. We help them build co-operatives so they can sell in bulk.

We bolster 'first mile' businesses that supply inputs to small farms, and support those who collate smaller farms' produce to sell to wider markets.



Photo credit: Esther Ruth Mbabazi

VISION

A resilient rural Africa where people and the environment thrive.

MISSION

To promote sustainable agricultural practices, protect the environment and strengthen markets in rural Africa.

VALUES

- **EXPERT:** Expertise and insightful evidence-based solutions are at the heart of everything we do
- **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 their environments
- **BOLD:** We model innovative approaches and are not afraid to challenge strategies that are failing.



CONTEXT

With a rapidly rising population, the IMF predicts that sub-Saharan Africa will need to create about 18 million jobs per year until 2035 to absorb the growing workforce. Agriculture is the biggest employer (70% of the population in eastern Africa works in or makes a living from agriculture) and a significant contributor to the economies in most sub-Saharan African countries. According to the World Bank, growth in agriculture is 2.5 times more effective than growth in any other sector in reducing poverty. Prospects for growth and poverty reduction in much of sub-Saharan Africa remain closely intertwined with progress in the agricultural sector.

The region has fertile land and water resources to invest in agriculture; however, it also faces threats such as climate change, soil erosion, deforestation and the destruction of grazing lands.

Boosting agriculture sustainably, building resilience to climate extremes, and ensuring farmers have good access to markets are key to effective poverty reduction in sub-Saharan Africa.



Photo credit: Farm Africa / Mwangi Kirubi

EXAMPLE OF OUR WORK

LINKING FARMERS TO MARKETS

IN TANZANIA, FARM AFRICA IS SUPPORTING MORE THAN 200 FARMER SERVICE CENTRES THAT MAKE MARKETS WORK BETTER FOR FARMERS.

In rural Tanzania, the majority of the population works in small-scale farming. However, smallholder farmers face many challenges that hinder their productivity and financial stability. Lack of quality inputs such as seeds and fertiliser, inadequate knowledge of agricultural practices, and insufficient post-harvest handling of crops all contribute to keeping farmers' yields, incomes and food security low. Female farmers are particularly disadvantaged. Women's lack of land ownership means they are often excluded from deciding which crops to plant, and they lack the collateral needed to qualify for loans to buy quality inputs.

As part of the Farm to Market Alliance, since April 2022, Farm Africa has been working with the World Food Programme to support Farmer Service Centres (FSCs) in the Singida, Manyara, and Morogoro regions of Tanzania. This project empowers farmers to improve their productivity, profitability, and food security. It is helping maize, beans, sunflower, soya bean, and rice farmers succeed in their businesses.

BUILDING A NETWORK

This project has established a network of 208 FSCs, reaching 70,596 smallholder farmers with services needed to increase productivity and build commercially viable businesses. FSCs are a critical coordination platform. They offer farmers inputs such as seeds and fertilisers, mechanisation, agricultural extension services, and finance. They aggregate farmers' produce, connect farmers to markets and provide buyers with quality and quantity assurance.

We are promoting the importance of involving women in decision-making. The proportion of women and young people in FSCs' top leadership positions have increased from 25% at the start of the project to 41% by December 2023.



THE ROLE



Photo credit: Esther Ruth Mbabazi

PURPOSE OF THE ROLE

The purpose of this role is to strengthen Farm Africa's strategic leadership and governance by bringing high-level expertise in development programming, investment strategy, and innovative financing to the Board of Trustees and the Programme Advisory Committee (PAC).

As a Trustee, the role ensures the organisation is well-governed, financially sustainable, and delivering effectively on its mission to reduce poverty and build climate-resilient livelihoods across Eastern Africa.

As a Programme Advisory Committee member, the role provides specialist guidance on programme design, evidence, impact, and resource allocation - helping to ensure Farm Africa's programmes are ambitious, scalable, and grounded in strong technical and financial fundamentals.

Taking on the role of Trustee as an approximate time commitment of 5 – 8 days per year, including quarterly board meetings and occasional events.

PERSON SPECIFICATION

Summary of Trustee Responsibilities

Trustees share collective responsibility for the strategic leadership and governance of Farm Africa. The trustee will:

- Provide robust governance oversight in line with regulatory and fiduciary duties
- Contribute to the development and monitoring of organisational strategy, budget, performance, and risk
- Support effective oversight of safeguarding, financial stewardship, and organisational ethics
- Champion Farm Africa's mission, values, and long-term sustainability
- Act as an ambassador for the organisation, supporting external engagement, partnerships, and income as appropriate
- Work collaboratively with fellow trustees and executives to ensure effective board decision-making.

Contribution to Programme Advisory Committee

The ideal candidate will provide strategic guidance on programme design, investment planning, and resource allocation. With expertise ensuring that initiatives are both financially sustainable and developmentally impactful, with clear pathways for scaling and replication.

Expertise

- Programme and project design for large-scale development initiatives
- Investment strategy, portfolio management, and impact measurement
- Blended finance and public-private partnership models
- Results-based management, monitoring & evaluation
- Capacity building and stakeholder engagement

Experience

The ideal candidate will have held/hold senior roles with organisations such as, and not limited to, multilateral development banks and private sector foundations. Where they have led the design and implementation of high-impact programmes in sectors such as climate resilience, green energy and food systems. They will have also advised on investment strategies that align capital flows with social and environmental objectives.

APPLICATIONS

Expressions of Interest

If you are interested in joining our Board of Trustees and would like to discuss this with Dan Collison, our Chief Executive, please get in touch at trusteerecruitment@farm africa.org

If you would like to apply for the role, please submit a CV and a cover letter. The cover letter should address how you meet the criteria and outline your interest in the role.

Applications

The preferred method of application is by email to: trusteerecruitment@farm africa.org

All applications will receive an automated response.





FARM AFRICA

