

## **Agriculture Development Manager**

### **Company Overview**

The Pharo Foundation (“the Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit social enterprises. The Vision of the Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve the Vision by investing in the human and physical capital of Africa, with a strong focus on job creation.

Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results and increased accountability. The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia and Somaliland. The key themes for the philanthropic side of the Foundation are education, health, water and agriculture. At the end of 2019, the Foundation started its Social Ventures franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self- sustaining businesses, which focus on job creation.

Headquartered in London, with country offices in Ethiopia (Addis Ababa and Assosa) and Somaliland (Hargeisa), Kenya (Nairobi) with further expansion plans in East Africa.

### **Position Summary**

The Agriculture Development Manager is an exciting managerial role in Somaliland and will be based in Hargeisa. This career enriching position is an ambitious challenge for a self-driven individual seeking to make an impact in Somaliland by leveraging their relevant skills and experience.

As the scope and depth of its projects continue to grow at a rapid pace in Somaliland, the Foundation is keen to establish a robust Agriculture infrastructure to better control and improve its projects and results. The ultimate aim is optimal efficiency of resources and time, improved learning and greater impact.

Reporting directly to the Country Representative but working closely with the UK Head office, the role holder will have a multiplicity of core agricultural responsibilities with the objective of increasing agricultural productivity and marketing facilitation.

There will be a local travel component to this position and the opportunity to visit our integrated Agriculture programmes across Somaliland.

Working in a collaborative fashion and with highly committed colleagues in the Hargeisa/London Offices, the position offers an incredible opportunity to an individual who respects and understands the local cultures and values and yet embraces and can work within international work ethics and standards.

**Role:** Agriculture Development Manager

**Reporting to:** The Country Representative (Somaliland)

**Functional Relationships:** Water, Sanitation and Hygiene (WASH) Team in Hargeisa

**Direct Reports:** Agriculture Development Officers

### **Key Duties and Responsibilities**

- Lead the design, implementation, monitoring and regular reporting of the agricultural development components in Somaliland.
- Working closely with the Country Representative, relevant colleagues in Nairobi, London, and existing and potential partners, generate new and innovative ideas for our agricultural programmes.
- Lead the design of the agricultural development components of new large-scale integrated livelihoods programmes.
- Assess the capacity of partner implementing agencies, farmers' cooperatives and other community-based groups, and design and implement appropriate capacity building plans.
- Monitor legislations, policies and regulations affecting the agriculture sector. livestock and cash and food crop production and trade, and formation and registration of farmer's cooperatives and other groups
- Develop comprehensive guidelines for farmer's trainings, input procedures, and project developments including limitations and opportunities, and ensure programme personnel and relevant stakeholders are fully updated.
- Lead the development and implementation of appropriate strategies and initiatives to organise farmers into cooperatives and other groups in close coordination with other stakeholders.
- Develop a sustainable business promotion strategy for cooperatives and other groups through a series of meetings with key stakeholders with a focus on maximising profits in the value chain.
- Provide overall technical leadership and direction for programme activities aimed at significantly increasing the productivity of livestock and crop production by smallholder farmers.
- Provide overall technical leadership and direction for programme activities directed at increasing market and processing opportunities with a view to maximising farmers' income.
- Participate in the ongoing and systematic monitoring of Agricultural programmes to assess progress against objectives, to continuously learn, and to take timely corrective actions, if necessary.
- Organise learning and experience sharing forums; and commission and/or participate in research that could lead to increased agricultural productivity.

- Effectively contribute to the Somaliland country strategy development and in particular the livelihood component.
- Line manage the agriculture team by providing proper coaching, training and guidance and conducts employee performance reviews and appraisals as per the human resource manual.
- Organise regular meetings with programme team to ensure close monitoring of activities and resolve any operational difficulties.
- Establish and sustain productive relationship with other programme sectors of the Foundation for optimal resource use, efficiency and internal cohesion. The role requires close collaboration with the WASH Department that may include joint planning and implementation.

### **Qualification Requirements**

- The ideal person should possess a relevant postgraduate degree in agriculture and or extension services. Certification in Agricultural Value Chain(s) and or Sustainable Agricultural programmes will be an added advantage.
- S/He must possess a minimum of six years (6) years related professional experience, but should have worked 4 years in managerial position preferably with an international organisation; in developing and managing agricultural/livelihood development programmes
- A high level of technical expertise in at least two of the following: farmers' organisations, agricultural marketing, and agricultural (livestock and crops) production and management.
- Familiarity with the rural cultural, social and traditional contexts of Somaliland.
- Good understanding of financial requirements of Agricultural programmes and the ability to prepare and manage budgets.
- Good command of written and spoken English and Somali.
- Strong, data-driven individual, with good experience and proficiency in the use of basic computer applications such as MS Office, the internet, email and other relevant office software.
- Passion for African agricultural development and smallholder farmers' economic self-reliance.
- Ability and willingness to travel often in country and occasionally to other countries in the region

### **Behavioural Competencies**

- High level of interpersonal skills with the ability to work across organisations with strong communication and listening abilities and good problem solving approach.
- Creative thinking skills with the ability to get results in unstructured environments.
- A self-starter with initiative and the ability to work independently when necessary.
- Ability to be creative and innovative in generating new ideas and putting them into practice.
- Experience in participatory programme development approaches and techniques.
- Ability to multi-task, work under pressure and meet deadlines.
- Self-assured, internally motivated and passionate individual driven to succeed and make a difference.
- High levels of integrity, professionalism, resilience, accountability, commitment and determination.

### **Salary and Benefits**

- The salary and benefits package is competitive and will be commensurate with qualifications and experience.
- Medical insurance is provided in accordance with The Pharo Foundation Health policy.

### **Application Procedure**

**Deadline for application is 28<sup>th</sup> October, 2020**

Review of applications will begin as soon as they are received, and only **complete** applications will be reviewed. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested and suitably qualified candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

The Pharo Foundation is an Equal Opportunity Employer: Both Female and Male applicants are encouraged to apply.

Please send the information listed below. as a single PDF file. to the following email address: [Recruiting.SL@pharofoundation.org](mailto:Recruiting.SL@pharofoundation.org) with the subject line **"Agriculture Development Manager"**

1. A detailed CV and Cover letter to explain the experience you have gained that makes you believe that you are the most qualified candidate for the role.
2. A 2-page essay on the biggest challenges a development organisation faces in working with remote communities on agriculture initiatives and how you would address these challenges.
3. A one-page containing your current salary, expected salary and list of minimum three references with current email address and phone number.
4. Copy of your academic qualifications and training attended.

***\*Should you be applying from the Somaliland Diaspora website, please indicate this in your application.***