

PRODUCTION SUPERVISOR – PHARO FARMS, ASSOZA, ETHIOPIA

COMPANY OVERVIEW

The Pharo Foundation (“the Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit social ventures. 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 an emphasis on job creation. Established in 2011 as a UK based non-profit organisation, the Foundation has already carried out more than 30 projects, primarily in Ethiopia and Somaliland. The key themes for the philanthropic side of the Foundation are education, health, water and agriculture. Social ventures cover all sectors where the Foundation can make an impact financially, create jobs and add value in a sustainable manner.

Headquartered in London, the Foundation also has an operational HQ in Nairobi and offices in, Addis Ababa, Assosa and Hargeisa.

As part of its development of social ventures, the Foundation has acquired 484 Ha of land in the Benishangul-Gumuz (BGRS) Region of Ethiopia. The first phase of the development of the commercial farm on this land is development of 100 Ha, with a view to develop the remainder over the next 2-3 years.

POSITION SUMMARY

The Production Supervisor (PS) role is a middle management position based at the farm approximately 60km from Assosa in the BGRS Region of Ethiopia.

The incumbent will be responsible for planning, coordinating and controlling the production and technical activities of the farm. The PS will also ensure that the quality of the produce is to the expected standards. In addition, they will manage the production team, made up of both permanent and seasonal workers. The ideal person will be a seasoned and experienced private sector expert, having demonstrated expertise overseeing crop production in a large commercial farm or in a similar environment.

REPORTING TO: Agronomist – Pharo Farms, Assosa

FUNCTIONAL RELATIONSHIPS:

- Finance Manager at the Farm.
- HR / Admin Officer at the Farm

EXTERNAL RELATIONSHIPS:

- Local authorities in the Benishangul-Gumuz Region.
- Community leaders around the Farm.
- Suppliers and service providers.
- Government stakeholders.

DIRECT REPORTS:

- Field staff at the farm

DUTY STATION: Menge Woreda approximately 60km from Assosa in the BGRS Region of Ethiopia.

KEY DUTIES AND RESPONSIBILITIES

- Prepare and coordinate the production and crop management work schedule, specifying activities to be carried out and ensuring that these are effectively done and in a cost efficient manner.
- Ensure the proper utilization of agricultural inputs and labor required for the production operation, as per the given plan.
- Based on the amount of area planned for development, establish crop nurseries and determine the required amount of seedlings that need raising.
- Inspect, monitor and provide appropriate technical services on daily basis to ensure healthy, strong and productive crops.
- Control the proper utilization of any agricultural inputs required for each activity.

- Prepare well-narrated and descriptive weekly, monthly quarterly and yearly performance reports and submit to immediate supervisor.
- Generate and implement new ideas, practices and techniques that enable the farm to be more productive and sustainable.
- Evaluate the performance of the subordinates and workers.
- Give on job training to fields workers and develop their skills to improve production and quality.
- Any other duties as and when required by immediate supervisor.

KNOWLEDGE AND EXPERIENCE REQUIREMENTS:

- Diploma level education in agriculture or related field and with at least 5 years' experience managing crop production at a commercial farm.
- Knowledge of and experience in the agribusiness industry is required.
- Good computer skills with ability to work using MS Office suite.
- Excellent spoken and written English.
- A self-starter, capable of working independently and with the ability to produce high quality results under pressure.

BEHAVIOURAL COMPETENCIES

- Great attention to detail and a flexible approach to work. High professional and ethical standards.
- Excellent communication, interpersonal, planning and coordinating skills.
- Positive outlook and outgoing personality with solid interpersonal and diplomatic skills.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge status quo and add value by introducing positive change.
- Good communicator and comfortable to work in a team environment.

APPLICATION PROCEDURE

Review of **complete** applications will be on a rolling basis. In the event that we identify an outstanding early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested 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.

Please send the information listed below, as a single PDF file, to the following email address:

addisoffice@pharofoundation.org Please indicate **"Application for Production Supervisor"** in the email subject line.

1. A detailed CV and Covering Letter,
2. A 1,000-word essay on both of these:
 - What experience have you gained that makes you think that you are the most qualified candidate for the role?
3. A one-page list of five references with current addresses, phone numbers, and email contacts.