

## **Agriculture Development Officer – Hargeisa, Somaliland**

### **Organisation Overview**

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit Pharo Ventures. The vision of the Foundation is an economically vibrant and inclusive Africa. The mission is to achieve our vision by investing in Africa’s human and physical capital 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, and is now expanding operations in Rwanda and Kenya. The key strategic pillars for the philanthropic side of the Foundation are education, health, water and agriculture. At the end of 2019, the Foundation started its Pharo Ventures franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self- sustaining businesses that focus on job and economic value creation.

The Agriculture programme focuses on increasing the agricultural productivity of farmers in Somaliland by improving the agricultural techniques and inputs to increase output. The Foundation is working to reduce dependence on rainfall and instead utilise modern drip irrigation techniques by capturing rainwater. The main objective of the programme is to significantly improve the income and livelihoods of households in Somaliland.

Headquartered in London, the Foundation has an operational Head Office in Nairobi, Kenya with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa) and Rwanda (Kigali) with further expansion plans in East Africa.

### **Position Summary**

**Job Title:** Agriculture Development Officer

**Reporting to:** Agriculture Development Manager

**Location:** Hargeisa, Somaliland

**Contract Type:** Fixed Term - One year

**Functional Relationships:** Senior Agriculture Development Officer, M&E and WASH Teams in Somaliland

## Key Duties and Responsibilities

- Provide assistance and technical support for the development and implementation of the Agriculture Programme.
- Assist in the monitoring and evaluation of the programme outcomes.
- Assist with the preparation of the Agriculture Programme Detail Implementation Plan (DIP) in collaboration with the Agriculture Development Manager.
- Train and introduce farmers to new agricultural technologies/ideas and help the implementation of the programme.
- Provide assistance for day-to-day activities of the programme areas working closely with farmers, Government Officials, and other stakeholders.
- Provide assistance in organising and facilitating capacity-building training for programme participants/beneficiaries in consultation with the Agriculture Development Manager.
- Provide assistance in developing and suggesting innovative ways/approaches to executing project activities.
- Ensure that efficient systems are in place to support all aspects of the programme and support effective use compliance with the Foundation policies.
- Ensure that relevant development partners like farmers, local community members, village management committees, and district line officers participate in the project execution process as well as monitoring and evaluation of the project progress.
- Work and collaborate transparently and efficiently with all the support departments at all levels, follow up on timely purchasing and distribution of the necessary agricultural inputs for the project beneficiaries working with community facilitators.
- Provide assistance in developing tools necessary to track project progress and communicate regularly to all programme teams and other stakeholders for effective project implementation.
- Perform overall food security and livelihood situation assessments, actively engaged in project baseline survey and other related activities as assigned by the Agriculture Development manager.
- Work with the Monitoring and Evaluation team, and stakeholders to manage the Agriculture Programme with particular emphasis on accountability and transparency.
- Lead in-field learning events debriefs and ensure documentation and sharing of lessons learned and reports are shared in a timely matter.
- Assist in ensuring the prompt collection, analysis, and sharing of all project data, especially impact data, target participants list, selection demonstration plots, and activity implementation and follow-up operations in the programme villages.
- Participate in food security meetings and workshops mainly related to the agricultural project as assigned by the Agriculture Development Manager regular site visits to monitor the implementation of activities and give guidance to community facilitators and other implementers.
- Provide assistance in developing a network of contacts at the base level (NGOs, Government, and Research Centres such as Aburin) to allow a smooth implementation of the project.
- Provide assistance in collecting, analysing, and disseminating project progress reports on time in consultation with partners, stakeholders, and other relevant sources of information.
- Organise field days/experience sharing for stakeholders on best practices to scale up improved agricultural technologies and new products.

- Collaborate with government organisations and other partners throughout the programme implementation period in the programme districts and villages.
- Perform any other duties as assigned by the Agriculture Development Manager.

### **Qualification Requirements**

- Minimum degree in Agriculture, Agronomy, General Agriculture, Plant Sciences, Crop Sciences, and/or Horticulture Crop Production and related field.
- Minimum 3 – 6 years of relevant work experience in development project roles with a record of proven success in GAPs in agricultural production, livestock production, and management skills preferably in NGO and NGO affiliated projects.
- At least 3 years of experience in project design and implementation in the international development field.
- Work experience in supporting smallholder farmers in agricultural practice in crop production and/or livestock management aspect.
- Familiarity with the rural cultural, social, and traditional contexts of the Somaliland communities.
- Proficiency in the use of basic computer software, word and excel command.
- Understanding the humanitarian and social enterprise approach.

### **Behavioural Competencies**

- Ability to be creative and innovative in generating new ideas and undertaking research.
- Excellent communication and interpersonal skills.
- High level of commitment and self-motivation.
- Strong focus on results.
- Capable of “Thinking-outside of the box” to achieve quality results and service.
- Practicing accountability and integrity.
- Ability to perform under time pressure, be flexible, work independently, manage multiple tasks and work effectively to meet the goal set.
- High level of professionalism, work ethics, integrity, and data collection analysis and reporting.
- Proactive and able to manage workload with guidance from the line manager.
- Good writing and reporting skills.
- Fluent in Somali and English.
- Commitment, and ability to work under pressure and meet deadlines.
- A strong aptitude and attitude for organisational change, innovation, learning, and team building.
- Willingness to travel to designated programme locations.

### **Application Procedure**

The position is open to both female and male nationals from Somaliland. Female applicants are strongly encouraged to apply.

Review of applications will begin as soon as they are received, and only **complete** applications will be considered. 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 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 shortlisted candidates

## How to apply

Interested candidates, who meet the above requirements, should submit their application through email to [Recruiting.SL@pharofoundation.org](mailto:Recruiting.SL@pharofoundation.org) with subject line “**Agriculture Development Officer**”.

## Requirements:

1. A recent updated CV
2. Cover Letter to explain the experience you have gained that indicates you are the most qualified candidate for the role (maximum 1,000 words). State in your cover letter where you heard about this position e.g. through the website, jobs board, etc.
3. A one-page list of five (5) references with current addresses, phone numbers, and email contacts.
4. Copies of your qualifications.