

## **Agriculture Field Officer – 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, 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 also started its Pharo Ventures franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self-sustaining businesses, which 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 Field Officer.

**Reporting to:** Senior Agriculture Development Officer.

**Location:** Awbarkhadle, Jaleelo and Xumbo-weyne, Somaliland.

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

**Functional Relationships:** Agriculture Development Manager, 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.
- Carry out ground working activities in preparation for the selection of beneficiaries and establishment of agriculture cooperatives in the target villages.
- Guide the identification of beneficiaries through the cooperative formalisation process, i.e. establishing the cooperatives, leadership structure, constitutions, and by-laws.
- Facilitate the group action planning process and identify the appropriate learning activities to be integrated into the season-long training schedule.
- Set up study and practical demonstration plots with crops identified by the cooperative groups
- Guide the farmers' best and practical applications of pesticides.
- Conduct the regular cooperative sessions on a daily basis following the season-long schedule
- Guide cooperative groups to put in place and regularly update the appropriate demonstration plot record.
- Mentor the cooperative groups to higher-level farmer organisations like clusters and build their managerial and entrepreneurial skills to enable them to become self-reliant
- Liaise with other partners in the live Ministry of Agriculture Development in preparing the appropriate training content and maintain a regular exchange of information with them.
- Together with cooperative groups, organize field days, trips as an integral component of the cooperative learning
- Sensitize the cooperative groups on cross-cutting issues on gender, environment, and nutrition.
- Conduct supportive supervision of the demonstration plots and dissemination of information to the farming communities in the target villages.
- 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.
- Organize 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.
- Process of documenting success histories and good quality reports.
- Perform any other duties as assigned by the Senior Agriculture Development Officer.

### **Qualification Requirements**

- Minimum diploma or 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 the subject line “**Agriculture Field 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.