

## **Agriculture Demonstration Farm Manager – Homosha Woreda, Ethiopia**

### **Company Overview**

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as a for-profit arm, Pharo 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 a strong focus on job creation.

Established in 2011, the Foundation has been implementing numerous programmes in Ethiopia and Somaliland and is in the process of expanding into Rwanda and Kenya. The strategic pillars of the Foundation are education, health, water, and agriculture. One such example is the large scale water project starting to be implemented in Somaliland with the aim of bringing water to 6,000 households and their livestock. In 2020, the Foundation also established Pharo Ventures, its wholly owned social enterprise arm, with the objectives of economic value and job creation in East Africa. Pharo Ventures has already embarked on a series of ambitious businesses in Somaliland and Ethiopia in the construction and agro processing sectors and is about to launch its first Kenyan venture.

The Foundation has a programme office in Assosa, the regional capital of Ethiopia's Benishangul Gumuz Regional State (BGRS), with plans to expand operations in the country. Since its establishment in 2016, the Foundation's programme office has been working on an integrated livelihood development programme that covers agriculture, water, health, and education. The Foundation is in the process of establishing “Pharo Homosha Demonstration Farm (PHDF)” whose scope is limited to a training and demonstration center for the agriculture programmes's target participants, boarding school students and the surrounding community at large. Its main objective is to serve as a learning center for smallholders in the Homosha, Menge and Undulu districts, where access to education, information and dissemination services are often restricted. Besides, the farm will add nutritional value to the boarding school and local communities, creates employment opportunities for the unemployed youth in the area, and invents learning for the boarding school students complemented by hands-on training.

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 Africa.

### **Position Summary**

The Pharo Homosha Demonstration Farm Manager (PHDFM) will report to the Assosa Program Office Agriculture Development Programme Unit Coordinator, and the position holder is expected to effectively demonstrate and fill the skill and knowledge gaps of the farmers, supervise staff, monitor crops and animals, prepare budgets, purchase supplies, and handle various administrative tasks, as well as maintain relationships with vendors and clients, and ensure maximum profit. The Farm Manager will work closely with the team to improve efficiency and teach smallholder farmers to achieve their best results.

The Foundation is seeking a skilled and dedicated Agriculture Demonstration Farm Manager who is passionate about the role agriculture plays in society and appreciates creating a meaningful impact and profit.

**Role:** Agriculture Demonstration Farm Manager

**Location:** Homosha Woreda, BGRS

**Employment Duration:** Permanent

**Reporting to:** Agriculture Development Programme Coordinator, Assosa Programme Office

**Functional Relationship:** Finance and Administration Coordinator, Assosa Programme Office

### **Key Duties and Responsibilities**

- Examine agricultural, livestock, and financial operations and provide improvements recommendations.
- Produce planting and harvesting plans and timelines, as well as ensuring that everyone on the team knows and follows the requirements.
- Compile financial and operational reports based on data such as productivity, farm management techniques, and parent stock.
- Visit various divisions to evaluate crops and livestock, as well as to conduct soil and water testing and inspect equipment for appropriate operation.
- Ensure that seeds, fertilisers, insecticides, and other supplies are supplied on a regular basis.
- Plan for equipment and machinery repairs, maintenance, and replacement.
- Manage the marketing and distribution of agricultural goods such as fruit, vegetables, poultry, eggs, honey, and grains.
- Ensure that all employees follow health and safety laws.
- Assist in the training of staff and farmers.
- Prepare budgets and financial reports in collaboration with Agriculture Development Programme staff.
- Develop professional networks and stay up to date on agricultural scientific breakthroughs.
- Hire full-time and temporary field laborers for tasks such as tilling the land, harvesting, feeding animals, and other small activities as needed, as well as managing their work schedules, compensation, and other benefits.
- Monitor agricultural and livestock output, yield quality and quantity, and manage animal health and welfare in accordance with regulatory guidelines.
- Maintain up-to-date knowledge of plants, pests, diseases, and treatment options.
- Any other related duties assigned

### **Qualification Requirements**

- MSc/Bachelor's degree in agriculture (agronomy), animal production science, or equivalent.
- Additional courses in business management or administration are recommended.

- Extensive experience in a farming-related field.
- Management experience would be a plus.
- A passion for agriculture.
- Excellent problem-solving, analytical, and critical thinking skills.
- The ability to make decisions in stressful environments.
- Excellent communication and interpersonal skills.
- Willingness to work overtime as required.

### **Personal Attributes**

- Great attention to detail and a flexible approach to work.
- High professional and ethical standards.
- Structured and process-oriented.
- Excellent time and project management skills with the ability to balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge the status quo and add value by introducing positive change.
- Excellent communicator and comfortable to work in a team environment.
- Positive outlook and outgoing personality with solid leadership, interpersonal and diplomatic skills.

### **Application Procedure**

Review of complete applications will be on a rolling basis. In the event that we identify an outstanding candidate 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.

Please send the information listed below, as a single PDF file, to the following email address: **recruiting.et@pharofoundation.org**. Please indicate **“Agriculture Demonstration Farm Manager, Homosha”** in the email subject line.

1. A detailed CV and Covering Letter. In your cover letter, please add where you saw this advertised i.e state where you heard about this position e.g. through our website, jobs board, etc.
2. A 500-word essay on the below:
  - a) What experience have you gained that makes you the most qualified candidate for this role?
3. One-page list of five references with current addresses, phone numbers, and email contacts.