



VACANCY ANNOUNCEMENT

Job Title:	Agronomist
Number of Post	One (1)
Band /Level /Grade:	8B
Department:	Economic Recovery and Development
Location:	IRC Bentiu-Field Office
Overtime Eligible:	N/A
Contract Status	Fixed Regular
Posting Date:	14 th -May 2024
Dateline:	28 th - May- 2024



Background/IRC Summary:

The International Rescue Committee as one of the world's largest humanitarian agencies, provides relief, rehabilitation, and post-conflict support to victims of oppression and violent conflict in 42 Countries. IRC is committed to bold leadership, innovation, and creative partnerships. South Sudan, an independent nation since 9th July 2011, is emerging from decades of brutal civil war rooted in disputes over religion, ethnicity, resources, governance, and self-determination. The security situation remains fragile, and the operational context is challenging. IRC has been in South Sudan since 1989 and currently operates in Northern Bahr El Ghazal, Lakes, Unity, and Central Equatoria States. IRC South Sudan program is currently seeking qualified candidates to fill the above vacant position.

Job Summary:

Based in the field and under the overall supervision of the ERD Manager, the Agronomist will support the timely and quality implementation of all agriculture and agribusiness activities supported by the Sweden's government agency for development cooperation (SIDA) to internally displaced people (IDP) and surrounding host communities in Bentiu.

The Agronomist will also be responsible to ensure that the agriculture implementation strategies and approaches used is in line to standards and are cost effective to increasing crop production and yields. He/She will also ensure quality and scalable impact of the agriculture component including capacity building of extension workers and lead farmers, support the program Manager in the in regular review of agriculture strategies and modules.

Major Responsibilities/Duties:

The responsibilities and duties of the Agronomist includes but are not limited to the include following:

- 1. Technical planning**
 - i. Prepare weekly and monthly activity plan aligned to the project description and performance indicators.
 - ii. Support the manager on development of key project procurements and recruitments.
 - iii. Work with the manager on the development and review of key project activity plans.
 - iv. Develop seasonal agriculture and activity calendar aligned to the season and specific crop types under cultivation.
 - v. Establish agriculture value chain group and provide comprehensive training on value chain and cooperative management.
 - vi. Plans the procurement of project activities and raised item forecast (IF) for all project materials inline to the IRC procurement standards.
 - vii. In coordination with the ERD Manager and ERD livelihood officer and Extension workers, guide farmers on effective enterprise selection and local seeds multiplication.
- 2. Field activities implementation and monitoring.**



- i. Actively engage in beneficiary selection process under the guidance of the ERD Manager and as per the IRC and donor section criteria.
- ii. Direct and supervise Agriculture and Agribusiness Officers and provide support to all agricultural and agribusiness activities within the program to achieve set targets.
- iii. Responsible for weekly and monthly planning of the agriculture activities.
- iv. Together with the Agriculture Officers and Extension workers, participate in identification and registration of beneficiaries.
- v. Track performance of farmers and provide feedback on yields and lessons learnt.
- vi. Train farmers and Mother to Mother Support Groups (MtMSGs) on vegetable production techniques and model kitchen gardens.

3. Planning and Budget Management

- i. Participate on request in developing of annual project work plans and monthly work plans,
- ii. Accurate scheduling of agriculture activities in annual work plans aligned to the agricultural crop calendar.
- iii. Participate in annual budget forecasting ensuring its accurate and realistic, ensure budget spending are maximum (+/-5%) of the budget forecasted,
- iv. Conduct budget reviews every month and raise issues with the ERD Manager,
- v. Ensure effective budget utilization for the agriculture components (value for money), Ensure that there is budget and finance compliance within the agriculture team,

4. Monitoring and Reporting

- i. With the field participate in develop monitoring tools to collect data on project progress, Arrange and conduct post distribution monitoring exercises to ensure accomplishment of project objectives. (2 weeks after distribution).
- ii. Training agronomy staff and ensure team conducts and share seasonal crop performance monitoring (Post emergence, flowering stage, harvest stage).
- iii. Contribute to writing and review of donor reports ensuring accuracy of info provided, ensure donor reports are evidence-based and analytical in approach,
- iv. Conduct seasonal evaluation of agriculture extension initiatives and report.

5. Human Resources and Administration

- i. Review JDs, set PMOs, & conduct PMEs for Agriculture and Agribusiness Officers and Extension staff under Agriculture sector,
- ii. Conduct timely probation, Interim and annual PMEs for each of the direct reports.
- iii. Support ERD Extension workers to set and monitor the monthly targets for lead farmers.
- iv. Develop and execute on-job coaching plans for each of the direct reports, ensure that direct reports effectively plan and utilize available leave days,
- v. Ensure cohesion, policy compliance, and professionalism within his team.

5. Coordination and Representation

- i. Maintain cordial working relationships with County Agriculture Inspector, CRA and UNHCR livelihoods focal point officers.
- ii. Maintain a cordial working relationships with agriculture and FSL staff of other NGOs in Bentiu.
- iii. Proactively participate in the rejuvenation of the Bentiu FSL cluster working group and ensure consistency in attending meetings and reporting.
- iv. Maintain working relationships with cooperatives and private sector seed dealers/Agro input dealers.

- v. Look out for opportunities for scaling up the agricultural interventions in Bentiu and share with the ERD Manager.
- vi. Other duties as assigned by the supervisor to enable and develop the ERD program.



6. Reporting.

- i. Submit weekly and monthly report to the ERD Manager per reporting schedules.
- ii. Prepares training notes and submit to the ERD manager for review prior to the training.
- iii. Support the ERD Manager on monthly reporting of activities and indicators tracking for the agribusiness and value chain activities.
- iv. Work closely with the M&E Officers and other ERD Officers on program quality and deliverables.
- v. Performs other duties as assigned by the supervisor to enable implementation of the IRC programs,

Reports to: ERD Program Manager

Directly supervises: Agriculture Extension Workers.

Internal/External contacts: County Agriculture Department, Community and camp leaders, Lead farmers and block leaders, Operations department.

Job Qualifications, Skills, and Experience:

- **Education:** University First class degree in Agriculture science (Agronomy/Field Crop Production) from well recognized and accredited University Institution.
- Trainings on crop protection, value chain management and cooperative.
- **Work Experience:** He/she should have 4-5 years of relevant working experience with an INGO or a high recognized NNGO or relevant work experience in an agriculture scheme or private agriculture sector with broad knowledge on crop production and vegetable production, agriculture value chain and cooperative management.
- **Demonstrated Skills and Competencies:** Good communication and writing skills; pay attention to details. Flexible, able to plan and yet accommodate unexpected tasks. Excellent networking and liaison skills. Coaching skills including training, delegation, and presentation. Strong computer skills especially in MS excel and word.
- **Language Proficiency:** Fluency in English required. Good working knowledge in Arabic and Nuer would be an added advantage.

The IRC Core Values and Commitments:

Standards of Professional Conduct: The IRC and IRC workers must adhere to the values and principles outlined in IRC Way Standards for Professional Conduct. These are Integrity, Service, Accountability and Equality. In accordance with these values, the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation the IRC operates and enforces policies on Beneficiary Protection from Exploitation and Abuse, Child Safeguarding, Anti Workplace Harassment, Fiscal Integrity, and Anti-Retaliation.

Safeguarding and PSEA policy: The IRC has a zero-tolerance policy for safeguarding/PSEA violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding/PSEA at the IRC is an integral to the organizational values and ethics, and staff and associates are expected to take all reasonable steps to prevent the sexual exploitation, abuse, and harassment of any person linked to the program by both its employees and any downstream partner. The successful candidate will be subject to a thorough background check and satisfactory references.



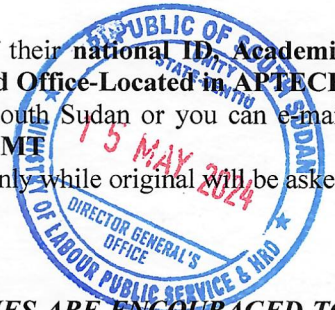
Narrowing the Gender Gap: The International Rescue Committee is committed to narrowing the gender gap in leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce including a flexible hour (when possible), maternity leave, transportation support, and gender-sensitive security protocols.

Equal Opportunity Employer: IRC is an Equal Opportunity Employer. IRC considers all applicants because of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability, or any other characteristic protected by applicable laws.

How to apply:

Interested applicants should submit a **CV with 3 references** and a copy of their **national ID, Academic credentials** to Human Resources **Bentiu Log base Juba IRC Country Head Office-Located in APTECH Africa Office Building 3rd Floor, Plot 63 Block AXIII Hai Malakal, Juba, South Sudan** or you can e-mail applications to SS-HR@Rescue.org not later than **28th May 2024 @ 4:30pm GMT**

NOTE: Only shortlisted candidates will be contacted and attach photocopies only while original will be asked at the interview panel and all the photocopies will remain the property of IRC.



- ***“WOMEN, MINORTITIES AND PEOPLE LIVING WITH DISABILITIES ARE ENCOURAGED TO APPLY***

