

INTERNATIONAL RESCUE COMMITTEE  
SOUTH SUDAN PROGRAM

JOB DESCRIPTION

**TITLE:** Assistant Agriculture Officer (1)  
**LEVEL:** 9A  
**LOCATION:** Ganyliel (1)  
**DURATION:** 12 Months  
**REPORTS TO:** Agriculture Officer  
**STARTING DATE:** CONTINGENT ON FUNDING IN 2019

**Organization Description**

The International Rescue Committee, 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 9 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 implementing programs in the areas of Health and Nutrition, Protection and Rule of Law, Child Protection, Education and Economic Recovery and Development (Livelihoods).

**Program Background:**

The IRC has been implementing Economic Recovery and Development (ERD) programs in South Sudan since November 2014. In 2019, while leading a resilience program consortium with two other partners (ZOA and Cordiad), IRC South Sudan anticipates funding (from European Union) to expand implementation of the Strengthening Smallholders Resilience Project in Greater Upper Nile region of South Sudan in a four years project (2019-2022). The South Sudan Rural Development (SORUDEV) Program through Strengthening Smallholders Resilience (SSR) project focuses on strengthening resilience of communities, improving governance and conflict prevention and reducing forced displacements due to loss of livelihoods for 10,000 households in Greater Upper Nile region. Main interventions will lead to improved food security of rural smallholders and empower them to cope with environmental volatility and insecurity. This will be achieved through increasing agricultural (including livestock) productivity, facilitating increased access to markets through community led collective marketing and infrastructural development, increasing access to rural financial services and local micro businesses via private sector led initiatives with specific focus on youth and women, and improving resilience capacities through building community led Disaster Risk Reduction and mitigation structures. The program will incorporate and mainstream gender sensitivity, community led environmental protection and conflict-sensitive designs into all aspects of design and implementation.

**JOB PURPOSE:**

The ERD Assistant officer will be responsible for the running of the day-to-day program activities under the Agriculture, DRR and VSLA sectors of the SORUDEV SSR project. S/he will support line program officers in delivering timely and best agronomic practices to Agro pastoral Field Schools and farmers, VSLA group support monitoring and routine support to CMDRRC and collective marketing structures within the SORUDEV SSR project locations of Panyijiar. The ERD Assistant Officer spends most of his/her time in the field, identifying target communities, establishing relationships with community

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leaders, taking part in field level implementation activities, such as; identifying potential beneficiaries, registering beneficiaries, taking photos, conducting demonstration garden and home visits and profiling beneficiaries, delivery of materials, taking part in input distribution to beneficiaries and, in data collection and submission to Agriculture and ERD Officer. S/he will provide daily feedback to the ERD Officer based in Nyal and Ganyiel field site. The core position objectives include

- Participate in identifying, registering and training project beneficiaries,
- Participate in daily demon garden activities and visits including training of Agricultural Extension Agents (AEA), lead farmers, VA and beneficiary farmers and at the field level,
- Specifically, participate in implementation of agricultural input distributions and demonstration garden monitoring,

### **SPECIFIC RESPONSIBILITIES:**

#### **1. Program Implementation**

- Participate in sensitizing key stakeholders, community leaders, communities and participating households on the program objectives, timelines, entitlements and on general program activities,
- Work with community based beneficiary selection committee and collaborate with them in beneficiary identification and selection,
- Participate in weekly project implementation planning meetings with line program officers under Agronomy, marketing and VSLA components for proper coordination during the implementation of project activities.
- Participate in regular weekly and monthly debriefing with the manager to identify challenges early and find appropriate local solutions while striving to strengthen the working relationships among the beneficiaries and staff.
- Contribute to developing work plans, cash projections, procurement and spending plans and ensure timely implementation of project activities.
- Develop and submit to supervisor accurate weekly travel plans to Logistics (transport officer) every Thursday for the following week to allow Logistics plan for transport for smooth activity implementation.

#### **2. Program Quality**

- Effectively support the program officers to mobilize communities to participate in the project,
- Effectively support the program officers to conduct regular field support to VSLAs, CMCs ,APFs and farmer groups,
- Support CMDRRC to conduct DRR and mitigation activities within their payams
- Support program officers to organize and conduct VSLA, AEA, CMC and agriculture extension trainings,
- Support the program officers to organize special events such as field days, VSLA share outs, trade fairs, and collective marketing and beneficiary exchange visits
- Support the agronomy and VSLA officer to conduct weekly Payam AEA/CAHWs/VA meetings,
- Support the agronomy officer to establish farmers' training demonstrations,
- Support the VSLA officer to monitor VSLA activities and organize action audit,
- Conduct him or herself both professionally and personally in such a manner that brings credit to IRC and does not jeopardize its humanitarian mission,

#### **3. Program monitoring and evaluation**

- Conduct regular monitoring visits to APFs and farmers households and give feed back to improve programming
- Write and submit timely weekly, activity, and monthly reports to the supervisor.
- Collect program data for all assigned activities and ensure all data are verified by the line officers and forwarded to the M&E Officer for capture and safe custody.
- Identify and document impact stories of progressive beneficiary farmers and VSLAs groups and clients. This will be done through continuous follow-up on progress during the duration of the project.
- Any other duty that may be assigned by ERD Manager in line with IRC policies.

#### 4. Staff Development

- Maintain open and professional relations with team members, promoting a strong team spirit.
- Coordinate closely with other team members, including the Supply Chain and Finance, as well as M&E Assistant and partner organization staff

#### MINIMUM REQUIREMENTS:

##### *Education*

S/he must have a degree or diploma in any fields of Arts or Science subjects of Agriculture or agricultural extension Food Security, Nutrition, Public Health, Social Science, Economics, International Development, Sociology/Psychology or related fields

##### *Experience*

- S/he should have worked with the community and or NGO for a period of at least two months including proven proven abilities in; beneficiary identification, registration & selection required, INGO experience preferred
- 1 year of experience implementing agricultural input distribution, seed fairs, extension services, CAHWs programs or other applicable non-profit experience is added advantage
- Prior experience in developing program implementation work-plans, data collection and analysis and program reporting
- Strong ability to organize work, meet deadlines, maintain composure, prioritize work under pressure, coordinate multiple tasks and maintain attention to details

##### *Skills and Abilities:*

- Good writing skills, including report writing.
- Willingness to work in remote areas of Panyijiar County
- Excellent networking and liaison skills,
- Good learning abilities
- Flexible and able to adapt to field logistics constraints.
- Good communication and presentation skills; pay attention to details.
- Strong computer skills especially in MS excel and word
- Security awareness; able to travel to potentially insecure areas within the constraints of IRC's security policies.
- Fluency in English, Ability to speak fluently in local (Nuer/Arabic) will be an added advantage.

##### **Standards for Professional Conduct:**

All IRC staff must adhere to THE IRC Way Standards for Professional Conduct and the IRC country employment policies. These include Integrity, Service, and Accountability. 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.  
*IRC is an Equal Opportunity Employer. IRC considers all applicants on the basis of merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status or disability.*

**Work Environment:**

Security level orange. The situation in Juba is calm at the moment. Hopes the signed peace agreement will improve the life of the people all over the country.

**Housing:**

In Ganyliel/Nyal, sleeping accommodations is in tent and or traditional grass thatched structures. Electricity and internet is limited to several hours per day. Individual contributes towards food which is prepared in a communal kitchen in the hub by a hired cook. **Candidate will be requested to operate from own dwelling.**

**How to Apply:**

Interested applicants should submit a updated CV with 3 references (please indicate referees telephone number and email address) and copies of academic and training certificates, a copy of official ID and **day time telephone contact** addressing it to the Human Resources Department , IRC South Sudan and email the above documents to [SS-HR@Rescue.org](mailto:SS-HR@Rescue.org) .

Alternatively, applications can be hand-delivered to IRC field office in Ganyliel/Nyal Field Office and Head office in Juba.

**Deadline for submission: 30<sup>th</sup> /Dec/2018 9**

**NOTE: Only short listed 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**

Name (Staff): \_\_\_\_\_

Name (Supervisor): \_\_\_\_\_

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

