



## ORGANIZATION FOR AGRICULTURAL OPPORTUNITIES (OFAO)

Head Office At Hai Gabat Residential Area, Yei Town Payam, Yei River County  
Central Equatoria State - South Sudan

Agriculture Thrives For All

Telephone: +211922152109 | +211917098654 Email: info@ofao.org.ss Website: www.ofao.org.ss



### JOB ADVERTISEMENT

#### Organization's Background.

Organization For Agricultural Opportunities (OFAO) formerly known as *Organic Farming Advisory Organization (OFAO)* is a National Non-Governmental and Non-profit making Organization, founded in 2015 by South Sudanese and legally registered in October 17<sup>th</sup>, 2017 with South Sudan Relief and Rehabilitation Commission (SSRRC) with registration number 1060.

OFAO currently operates in the two counties of Yei and Lainya in Central Equatoria State, South Sudan. With the upcoming of the **SMAC+ Project**, OFAO is preparing to expand its interventions to Juba and Terekeka in Central Equatoria, as well as Torit and Magwi in Eastern Equatoria State. Over the years, OFAO has remained committed to supporting the most vulnerable groups by addressing critical needs across diverse sectors. Its work in **food security and livelihoods** has enhanced community resilience and improved access to nutritious food, while initiatives in **organic farming** have promoted sustainable, climate-smart agricultural practices. In addition, OFAO has advanced **environmental and natural resource management (NRM)** to safeguard ecosystems and encourage responsible resource use. Through **economic empowerment programs**, the organization has created opportunities for income generation and self-reliance, complemented by investments in **research and innovation** that drive evidence-based, locally tailored solutions. Finally, OFAO has prioritized **capacity development**, strengthening skills, knowledge, and institutional systems to ensure long-term impact and sustainability.

#### Project Summary

The SMAC+ project combines an MSD approach with NRM and peacebuilding activities based on experience from the SMAC pilot project (p230009) and the triple nexus project PEACEFUL (p230001). The aim is to increase the productive capacity, productivity, income generation, and climate adaptation of smallholder farmers and agribusinesses in Eastern and Central Equatoria, supported by strengthened market systems, active private sector engagement, sustainable natural resource management, peaceful conflict resolution and enabling policy frameworks, thereby contributing to greater food security and increased community resilience to economic and environmental shocks.



**The Purpose of this Position:**

The Project Officer will support **direct field implementation**, community engagement, monitoring, and coordination of NRM, climate-smart agriculture, and livelihood activities across assigned Bomas. For this reason, OFAO is seeking a highly qualified and motivated **Project Officer** to join our team.

SECTION	DETAILS
<b>Job Title:</b>	Project Officer.
<b>Project Name:</b>	Strengthening Market Actors and Communities-SMAC+ Project
<b>Project Locations:</b>	Juba and Terekeka Counties in Central Equatoria State – CES, Torit and Magwi Counties in Eastern Equatoria State-EES.
<b>Number of Positions:</b>	04
<b>Department:</b>	Program
<b>Job Type</b>	N/A
<b>Reports to:</b>	Project Manager.
<b>Duty Station:</b>	Juba, Terekeka, Torit and Magwi. (County Based Position)
<b>Desired Start Date</b>	9 <sup>th</sup> - April - 2026
<b>Working hours:</b>	Full-Time
<b>Duration:</b>	06 Months including probation period ( <i>with possibility of extension dependent on performance</i> ).
<b>Application Deadline:</b>	20 <sup>th</sup> -March-2026

**Key Roles and Responsibilities**

<p><b>1. Project Implementation &amp; Field Engagement</b></p> <ul style="list-style-type: none"> <li>• Support inception activities and project launch at county, Payam, and boma levels.</li> <li>• Mobilize communities and facilitate field activities across targeted bomas.</li> <li>• Conduct routine monitoring, KPI data collection, and field documentation.</li> <li>• Support implementation of NRM, peacebuilding, and climate adaptation interventions.</li> <li>• Assist in organizing inter-communal market fairs, cross-border dialogues, and private-sector engagement events.</li> </ul>
<p><b>2. Strengthening Community-Based NRM Governance</b></p> <ul style="list-style-type: none"> <li>• Support establishment or revitalization of inclusive NRM committees (farmers, pastoralists, women, youth, and returnees).</li> <li>• Facilitate participatory resource mapping using GPS and PRA tools.</li> <li>• Support development and implementation of community by-laws and resource-use agreements.</li> </ul>



<ul style="list-style-type: none"> <li>• Assist in training NRM committees on land rights, mediation, negotiation, GALS, and conflict sensitivity.</li> <li>• Facilitate coordination forums between NRM committees, peace committees, and local authorities.</li> <li>• Support community-led early warning and conflict reporting systems.</li> <li>• Facilitate inter-boma exchange visits on CBNRM governance.</li> </ul>
<b>3. Ecosystem Restoration &amp; Climate-Smart Land Use</b>
<ul style="list-style-type: none"> <li>• Support establishment of community and school agroforestry demonstration plots.</li> <li>• Facilitate FMNR training, nursery establishment, and tree management.</li> <li>• Promote soil and water conservation techniques (terracing, mulching, contour bunds).</li> <li>• Support youth/women groups producing energy-efficient cook stoves and briquettes.</li> <li>• Organize “Green Days” and ecosystem restoration campaigns.</li> <li>• Assist in integrating FMNR guidelines into community by-laws.</li> </ul>
<b>4. Water &amp; Grazing Resource Management (Torit &amp; Terekeka)</b>
<ul style="list-style-type: none"> <li>• Support rehabilitation/construction of water harvesting structures.</li> <li>• Facilitate rotational grazing, reseeding, and rangeland management activities.</li> <li>• Support development of water and grazing governance by-laws.</li> <li>• Assist in training livestock keepers on pasture management and mobility planning.</li> <li>• Promote protection of water catchments and buffer zones.</li> <li>• Strengthen water and grazing user associations.</li> </ul>
<b>5. Livelihoods &amp; Peaceful Coexistence</b>
<ul style="list-style-type: none"> <li>• Support inter-communal market fairs and neutral economic exchange spaces.</li> <li>• Facilitate cross-border trade dialogues (Uganda, DRC).</li> <li>• Promote conflict-sensitive NRM and private-sector practices.</li> <li>• Support youth/women livelihood groups with technical and market linkages.</li> </ul>
<b>6. Project Management Support (Additional)</b>
<ul style="list-style-type: none"> <li>• Contribute to weekly/monthly work plans and activity budgets.</li> <li>• Support preparation of field reports, success stories, and activity documentation.</li> <li>• Track progress against targets and implementation timelines.</li> <li>• Identify field-level risks and propose mitigation actions.</li> </ul>
<b>7. Information Technology &amp; Data Management</b>
<ul style="list-style-type: none"> <li>• Use digital tools (Kobo and ODK) for data collection and reporting.</li> <li>• Capture GPS coordinates, photos, attendance lists, and activity evidence.</li> <li>• Maintain secure digital and physical records in line with data protection standards.</li> <li>• Provide basic troubleshooting support during field activities.</li> </ul>
<b>8. PSEA, Safeguarding &amp; Accountability</b>
<ul style="list-style-type: none"> <li>• Uphold zero tolerance for sexual exploitation, abuse, and harassment.</li> </ul>



<ul style="list-style-type: none"> <li>• Support community awareness on safeguarding, reporting channels, and safe programming.</li> <li>• Ensure safe, inclusive, and dignified participation of all groups.</li> <li>• Immediately report any safeguarding concerns following organizational protocols.</li> </ul>
<b>9. Conflict Sensitivity &amp; Gender Sensitivity</b>
<ul style="list-style-type: none"> <li>• Apply Do No Harm principles in all field engagements.</li> <li>• Ensure meaningful participation of women, youth, returnees, and persons with disabilities.</li> <li>• Identify and mitigate conflict triggers during NRM and livelihood activities.</li> <li>• Promote gender-transformative approaches such as GALS.</li> <li>• Facilitate inclusive dialogue and decision-making processes.</li> </ul>

**REQUIRED QUALIFICATIONS, SKILLS, AND EXPERIENCE**

Category	Requirements
<b>Education</b>	Diploma or Bachelor's Degree in Agriculture, Rural Development, Environmental, Natural Resources Management, and Forestry Studies, Project Management, or a related field.
<b>Experience</b>	Minimum of 03 years of professional experience managing community-based Livelihoods, and development initiatives, or NRM projects, preferably within the South Sudan context.
<b>Technical Skills</b>	Proven expertise in Agroecology, Climate Change Adaptation, NRM and working within the HDP Nexus framework. Experience in facilitating adult training (ToT) and community dialogue is essential.
<b>Organizational Skills</b>	Demonstrated ability to prepare project budgets, draft quality reports, and ensure compliance with donors and organizational requirements.
<b>Interpersonal Skills</b>	Strong communication, negotiation, and conflict resolution skills, particularly for engaging diverse stakeholders (local authorities, farmers, partners).
<b>IT &amp; Language</b>	Proficiency in MS Office Suite. Fluency in written and spoken English is mandatory; knowledge of local languages spoken in Juba, Terekeka, Torit and Magwi is a strong asset.

**APPLICATION PROCESS**



Instructions	Detail
<b>Submission</b>	Interested candidates should submit their detailed CV, a cover letter summarizing qualifications, and contact information for three professional references.
<b>Email and Non-Subject</b>	Must clearly state: " <b>Application for Project Officer – SMAC+ Project</b> "
<b>How to Apply</b>	<p>South Sudanese Nationals are encouraged to apply. Please send your application including your cover letter, CV and copies of academic papers and testimonials as one PDF document to the Human Resource Department through <a href="mailto:ofao-recruitment@ofao.org.ss">ofao-recruitment@ofao.org.ss</a> , clearly indicating the <b>preferred duty station</b>.</p> <p><b>OR;</b> Hand-deliver your hard copy application to the following offices in the respective locations:</p> <ol style="list-style-type: none"> <li>1. <b>Juba:</b> OFAO Office at Hai Tarawa.</li> <li>2. <b>Terekeka:</b> National Christian Development Organization (NCDO).</li> <li>3. <b>Torit:</b> RRC State Compound.</li> <li>4. <b>Magwi:</b> OFAO Office within Wealth Hunger Office, opposite Magwi Guest House at Hai Kilio Boma.</li> </ol>
<b>Note</b>	<ol style="list-style-type: none"> <li>a) The Job title <b>MUST</b> be clearly mark in the application and on the envelope.</li> <li>b) Only short-listed applicants will be contacted for interview.</li> <li>c) All the applications submitted including scanned or photocopied documents are non-returnable.</li> <li>d) OFAO reserves the right to cancel the recruitment process at any time.</li> <li>e) OFAO is an Equal Opportunity Employer. Qualified female candidates are strongly encouraged to apply.</li> </ol>

