



VACANCY RE-ADVERTISEMENT

Job Title:	Agriculture Officer
Number of Post	One (1)
Band /Level /Grade:	8B
Department:	ERD
Location:	Ganyliel
Duration:	1 year
Overtime Eligible:	Exempt
Date of Issue:	Monday, 1 st August 2022

(Female Candidates highly recommended)

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.

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-year 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 SUMMARY:

Based in the field, the Agriculture Officer is responsible for ensuring timely and quality implementation of the agricultural activities within the Europe Aid SORUDEV SSR project. The position is also responsible for ensuring that the agriculture implementation strategies and approaches used are appropriate and cost-efficient in increasing farm production and productivity.

MAIN DUTIES/RESPONSIBILITIES:

Specific Responsibilities

1. Planning and Forecasting

- Develop seasonal farming calendars, based on the seasonal rainfall forecast for Panyijiar County (Unity), as a guide for planned agricultural activities,
- Contribute in developing annual implementation work plans for the project, ensuring that the agricultural activities are accurately scheduled; share these schedules with the farmers,
- In liaison with the Agribusiness/Marketing Officer, guide farmers in effective enterprise selection based on prevailing market and production conditions,

- Develop and share with farmers, reports and feedback on implemented activities including a simplified income statement for the target enterprises inform of production costs, attained yields/output, attained income and profits.

2. Project Implementation

- In close collaboration with local officials identify and register farmers and prepare Master beneficiary list and distribution list for all agriculture inputs, identified community distribution points and plan with the community FSL committee for distribution.
- Organize farmers into farmer field schools, select and train Agriculture inspector on farmer field school approach and set up successful demonstration gardens with lead farmers.
- Organize and train Government and community agriculture workers and provide them with supplies to facilitate their work.
- Ensure a healthy growth and development of the farmers groups; such that these farmers groups graduate to operate as self-reliant producer organizations by end of the project,
- Assess seasonal learning needs for the participating farmers to ensure that the extension training provided in that season addresses these identified learning needs,
- Work with community based Agricultural Extension Agents (AEA) and Community Animal Health Workers (CAHWs) and farmers to establish demonstration plots where required, to address the specific learning needs of agricultural technologies identified,
- Train AEA, CAHWs and farmers on the specific learning needs identified for a given season,
- Conduct an end-of-season evaluation of knowledge practice and technology adoption, to measure both the relevance of the technology and effectiveness of training delivery method,
- Working with the Agribusiness Officers, mobilize farmers for collective and bulk purchases of farm inputs as well as farm produce through the collective marketing committees (CMCs).
- With the support of the Government and local leaders, identify disaster risk committees in each of the payams and organize for their capacity building.
- With the support of the DRR committees, conduct disaster risk analysis in the payams and support community to develop Boma Level DRR plans.
- Work with CMDRR, and CLEPC to sensitize community on agroforestry and establish community tree nurseries and woodlots
- Support CMDRR, CLEPC and local authorities to engage in peaceful dialogues and negotiations of resource sharing and implementation of local level policies focused on environmental protection
- Engage community to develop community based early warning systems (CBEWS)
- With support from the Ministry of animal resource and fisheries, assess the existing fisher folk groups and organize them for capacity building and provide them with required fishing equipment's.
- Prepare Purchase Requests for program supplies/activities and undertake field procurement as designated and authorized
- Fully comply with IRC safety and security procedures and provide input to security monitoring and assessments to enable and promote a safe and secure environment for program implementation.

3. Monitoring and Reporting

- Contribute to the revision of monitoring tools for agricultural activities,
- Ensure all agricultural activities are properly documented using approved tools,
- Verify all records submitted by AEA/CAHWs for agriculture activities before submission to M&E Officer,
- Respond to / address questions arising from M&E team regarding the submitted tools,
- Produce activity completion reports for all agricultural activities implemented,
- Submit comprehensive quarterly reports on implementation of planned agricultural activities to the supervisor.
- Participate in the project M&E events such as mid-term & end of project evaluation,

4. Supervision and Mentoring of the community-based Agriculture Extension Agents (AEA) and Community Animal Health Workers (CAHWs)

- Contribute to the review of job descriptions and contracts of the AEA/CAHWs every six month,
- Develop joint monthly implementation work plans with the AEA/CAHWs every month,
- Identify AEA/CAHWs capacity gaps and organize on-job coaching or formal training,

- Review AEA/CAHWs monthly reports against work plans & ensure optimal AEA/CAHWs performance,
- In consultation with the Manager, address AEA/CAHWs performance & disciplinary issues timely.

5. Coordination

- Work collaboratively with IRC logistics and finance field staff as required to process Purchase Requests and beneficiary cash grants,
- As requested, undertake/participate in liaison, coordination, and information sharing activities with other humanitarian actors including the local officials.
- In the absence of the ERD Manager, take lead and chair Panyijiar County FSL Cluster meetings with all the partners

JOB QUALIFICATIONS/REQUIREMENTS:

- **Education:** University degree or Diploma in agriculture from a reputable institution; specialization in crop/veterinary science or extension; specialized technical training in CMDRR Committees, value chain development, farming as a business and collective marketing is an added advantage.
- **Work Experience:** S/he should possess two years of practical field experience in implementing long-term agriculture projects in conflict and/ or post conflict environments such as South Sudan.
- **Demonstrated Skills and Competencies:** Strong Agricultural extension abilities including Farmer Field schools' approaches. Should have good communication; writing and presentation 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 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.

KEY WORKING RELATIONSHIPS:

- **Position Reports to:** ERD Manager
- **Position directly supervises:** Agriculture Assistant
- **Other Internal and/or external contacts:** Supply chain, Finance, and HR

COMPLIANCE: Ensure that all activities respect the principle of confidentiality and that all incidents reported to IRC are handled with due regards to protection principles. Ensure adherence to IRC-South Sudan specific finance, logistics, IT, security, communications and human resources/administration policies and procedures. Incorporate and comply with new procedures and guidelines designated in circulars from Country Director. Ensure any violations of the IRC Sexual Abuse and Exploitation Code of Conduct are reported to the Country Director, or through the anonymous reporting mechanism. The reporting of violations is an obligation on the part of all staff members. Assist where necessary in undertaking activities that aim to prevent the occurrence of sexual abuse and exploitation of beneficiaries by IRC and other humanitarian workers. Ensure compliance of IRC's Child Safeguarding policy in all IRC activities and report any violations observed or reported through the necessary channels immediately.

CONFIDENTIALITY: Ensuring the non-disclosure of any information whatsoever relating to the practices and business of IRC acquired in the course of duty, to any other person or organization without authority, except in the normal execution of duty

PROFESSIONAL STANDARDS: The IRC and IRC workers must adhere to the values and principles outlined in IRC Way - Standards for Professional Conduct. These are 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, Combating Trafficking in Persons, and several others.

GENDER EQUITY: IRC is committed to narrowing the gender gap and leadership positions. We offer benefits that provide an enabling environment for women to participate in our workforce

including parental leave, gender sensitive security protocols and other supportive benefits and allowance.

EQUAL OPPORTUNITY EMPLOYER: IRC is an Equal Opportunity Employer. IRC considers all applicants based on 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 law.

SAFEGUARDING POLICY: The IRC has a zero-tolerance policy for safeguarding violations by staff, incentive workers, visitors, sub-grantees, suppliers/sub-contractors, and implementing partners. Safeguarding 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.

The position is strictly for **SOUTH SUDANESE NATIONAL WITH ALL REQUIRED NATIONAL DOCUMENTS.**

How to Apply: Interested applicants should submit a **CV with 3 references** (Please indicate referee telephone number and email address) and a copy of academic and training certificate, a copy of **national ID** and **day time telephone contact** address it to the **Human resources Department, IRC South Sudan** and you can delivered your Application to **IRC Head office in Juba Goshen House, or field offices in Ganyliel, Nyal and Bentiu**, or you can e-mail your applications to SS-HR@rescue.org The Deadline for submission is **Thursday 18th August 2022** before **5:00PM** local time.

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. Any candidate who may wish to do job solicitation to win favor whether directly or indirectly will automatically lead to disqualification of one's application once detected at any stage of the process. **Due to urgency of the position, applications will be reviewed on incoming basis and interviews may be conducted prior to the closing date.**

PLEASE REMEMBER TO CLEARLY INDICATE THE POSITION YOU ARE APPLYING FOR ON THE ENVELOP (Hand Delivery)/SUBJECT Email)

THE POSITION IS OPEN FOR QUALIFIED FEMALE APPLICANTS, MALE APPLICANTS WILL BE CONSIDERED IF IRC FAILS TO GET QUALIFIED FEMALE CANDIDATE

Approved by
RRC Director
MM
07/8/2022

