



VACANCY ANNOUNCEMENT

Job Title:	Senior Agriculture Officer
Number of Post	One (1)
Band /Level /Grade:	8A
Department:	Economic Recovery and Development
Location:	Ajuong Thok
Overtime Eligible:	N/A
Contract Status	Fixed Regular
Date of Issue:	Monday, 26 th September 2022



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 Senior Agriculture Officer will support the timely and quality implementation of the agriculture and agribusiness activities supported by the United Nations High Commissioner for Refugee (UNHCR) and the Bureau for Population for Refugee and Migration (BPRM) to refugee and surrounding host communities in Pamiir and Ajuong Thok camps. The Senior Agriculture Officer 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 Officers 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 Senior Agriculture Officer will include following:

1. *Technical planning*

- ✓ Prepare weekly and monthly activity plan aligned to the project description and performance indicators.
- ✓ Support the manager on development of key project procurements and recruitments.
- ✓ Work with the manager on the development and review of key project activity plans
- ✓ Develop seasonal agriculture and activity calendar aligned to the season and specific crop types under cultivation.
- ✓ Plans the procurement of project activities and all purchase request (PRs) for all project materials inline to the IRC procurement standards.
- ✓ In coordination with the ERD Manager and Agriculture and Agribusiness Officers, guide farmers on effective enterprise selection and local seeds multiplication.

2. *Field activities implementation and monitoring.*

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



- ✓ Work in collaboration with the nutrition teams to encourage cooking demonstrations and behavioral changes in vegetable production and utilization.

2. Planning and Budget Management

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



3. Monitoring and Reporting

- ✓ With the field M&E participate in developing 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).
- ✓ Training agronomy staff and ensure team conducts and share seasonal crop performance monitoring (Post emergence, flowering stage, harvest stage)
- ✓ Contribute to writing and review of donor reports ensuring accuracy of info provided,
- ✓ Ensure donor reports are evidence-based and analytical in approach,
- ✓ Conduct seasonal evaluation of agriculture extension initiatives and report.

4. Human Resources and Administration

- ✓ Review JDs, set PMOs, & conduct PME's for Agriculture and Agribusiness Officers and Extension staff under Agriculture sector,
- ✓ Conduct timely probation, interim and annual PME's for each of the direct reports,
- ✓ Support ERD Agriculture Officers to set and monitor the monthly targets for field extension staff and lead farmers.
- ✓ Develop and execute on-job coaching plans for each of the direct reports,
- ✓ Ensure that direct reports effectively plan and utilize available leave days,
- ✓ Ensure cohesion, policy compliance, and professionalism within his team.

5. Coordination and Representation

- ✓ Maintain cordial working relationships with County Agriculture Inspector, CRA and UNHCR livelihoods focal point officers
- ✓ Maintain a cordial working relationships with agriculture and FSL staff of other NGOs in Jamjang.
- ✓ Proactively participate in the rejuvenation of the Jamjang FSL cluster working group and ensure consistency in attending meetings and reporting,
- ✓ Maintain working relationships with seed producers and private sector seed dealers/Agro input dealers, emerging farmers associations at Jamjang and Yida locations.
- ✓ Look out for opportunities for scaling up the agricultural interventions in Jamjang and share with the ERD Manager.
- ✓ Other duties as assigned by the supervisor to enable and develop the ERD program,

3. Reporting.

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

Key Working Relationships

Reports to: ERD Program Manager

Directly supervises: Agriculture and Agribusiness Officers, ERD Assistant and Agriculture Extension Workers.

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



Job Qualifications, Skills, and Experience:

Education: University degree in Agriculture with specialization in Field crops Production or Agronomy. Trainings on land management/Agriculture Mechanization and crop protection will be an added advantage.

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, irrigation, and farm mechanization.

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 Skills: Fluency in English required. Good working knowledge in Arabic would be an added advantage.

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 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.

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 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 laws.

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 office in Jamjang, or you can e-mail your applications to SS-HR@rescue.org. Deadline for submission Thursday 13th October 2022 before 5:00PM Central African 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.

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

'WOMEN, MINORITIES AND PEOPLE LIVING WITH DISABILITIES ARE ENCOURAGED TO APPLY.

→ Reviewed by RRC office
by APPROVED by Labour,
public service (HRD) office.
27/09/22

