



SCOPE OF WORK



RESILIENCE THROUGH AGRICULTURE IN SOUTH SUDAN (RASS)

Position Title:	Seed Production Specialist
Work Location:	Juba (covering all RASS Target Counties)
Travel Expected:	All RASS Target Counties
Contract Name:	Resilience through Agriculture in South Sudan (RASS) Activity
Status:	Long-Term Technical Assistance (LTTA) Position
Period of Performance:	Two Years (contingent on performance and funding)
Direct Supervisor:	Deputy Chief of Party

About RASS Activity

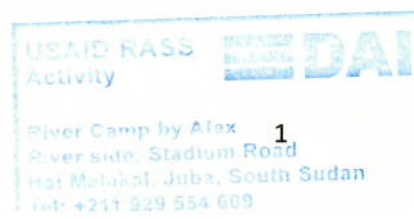
The United States Agency for International Development (USAID) funded Resilience through Agriculture in South Sudan (RASS) Activity is a four-year Project led by prime Contractor, DAI Global, LLC. and three sub-contractors: CARE International, International Fertilizer Development Center (IFDC), and The Waterfield Design Group, Inc. (WDG). The RASS Project's objective is to improve food security and community household recovery and resilience in 17 counties in Western Bahr el Ghazal, Unity, Upper Nile, Jonglei, Eastern Equatoria, Western Equatoria, and Lakes States in line with USAID strategic partnership framework with the Republic of South Sudan. To achieve this goal, RASS Project employs a "resilience pathways" approach (i) to improve the effectiveness of local systems and strengthen the capacities of community groups to achieve gender responsive and diversified food and market-sensitive agriculture; (ii) increase availability, access to, and use of diverse, safe, and affordable diets; and (ii) expand opportunities for sustainable, locally driven livelihoods.

The RASS Project will work closely with other United States Government funded projects as well as collaborate with other development partners, NGOs, and local organizations to ensure maximum benefit to the communities and minimal duplication of assistance.

The Work

One of the key delivery areas for RASS is strengthened local systems' and community groups' capacities to sustain gender responsive, diversified, and market-sensitive agriculture production. Therefore, one of the activities is enhancing food security, nutrition, and resilience at community level through increasing the quality and diversity of food available. The starting point is making quality seed of improved varieties available and accessible by farmers at the local level. RASS Project is thus producing seed at community level to serve the remote communities not currently serviced by commercial seed companies which tend to be concentrated in and around Juba and other urban centers.

To achieve this goal and ensure quality seed is produced, RASS Project seeks the services of a Seed Production Specialist to assist farmers and farmer groups at the community level produce high-quality seed from a diverse crop selection. The crops include maize, sorghum, groundnuts, sesame, cowpea, and beans.





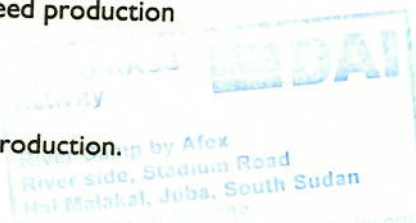
Position Description and Responsibilities

The Seed Production Specialist will ensure that farmers are well capacitated and strengthened in seed production, post-harvest handling, and storage. The incumbent will specifically provide support in critical areas such as:

- Develop production plans in quantities, quality, and schedule.
- Identify the seed production farmers/farmer groups in partnership with the program and county teams.
- Prepare seed production budget, considering the specific package of support to be given to each group across the counties.
- Link up with the Seed Traders Association of South Sudan (STASS) to identify and follow through on the capacity building and other cooperation areas.
- Identify and ensure timely acquisition by the framers of the early generation seed required for the seed to be produced.
- **Productions site selection and registration as a seed producer:** Poor choice of land can result in compromised seed quality thus resulting in losses. Ensure that farmers are guided on key aspects of land suitability such as slope, and accessibility, among other factors.
- **Planting:** Planting is a key practice in seed production. Support farmers in addressing issues such as field preparation, isolation distances, planting time, spacing, seed rate, seeds per station, etc. to enhance seed production.
- **Field management:** Support farmers in applying good agronomic practices (GAPs) which are key to quality seed production. This will entail training farmers on weed control, field inspections, pest and disease control and scouting, fertilizer application, rouging out of off-types, and others to ensure good quality and quantity of harvestable seed.
- **Harvesting and post-harvest handling of seed:** Timely harvesting at the right maturity and moisture content given the lack of artificial drying facilities is critical, otherwise seed is compromised. Choice of natural drying mechanism, e.g., spreading harvested seed in thin layers to expose and allow wind and sun to dry them, field drying them before harvesting, or using open storage such as in open-sided cribs.
- **Seed quality and purity:** Ensure that seed quality assurance procedures and guidelines are applied to pass the minimum quality standards. This includes seed sampling, seed testing (simple tests such as the germination test), and both physical and genetic purity. Farmers need to be equipped with skills to identify features that fall out of acceptable specifications such as removing differently colored, shriveled, broken, or rotting seeds.
- **Seed packaging and storage:** Train farmers on important elements of proper seed packaging and good storage to minimize the effects of excessive heat and humidity. Prior to distribution, farmers need to store seed appropriately and are encouraged to use uncontaminated storage sack/hermetic bags or cribs, use of pallets, and well-ventilated rooms and spaces.
- Work with farmers to ensure proper storage of early generation seed and other seeds.
- Link farmers and farmer groups to seed companies for contract seed production.
- Build capacities for the farmers and farmer groups on contract management.
- Oversee the parent seed function ensuring budgeted levels of parent seed are maintained.
- Analyze production results to improve performance and strategize for the next production cycle.
- Work with the CLA/MEL team to capture and document results and relevant stories.
- Any other tasks that may be deemed appropriate in furtherance of in-country seed production efforts.

Desired Qualifications

- A Bachelor's Degree or Certificate/Diploma in Agriculture/Agronomy or Seed production.



- Minimum of three years of field experience in seed production and a good understanding of the associated procedures, processes, and regulatory issues in seed production, conditioning, treating, packaging, and warehouse/storage.
- Knowledge of and experience working with different community-based seed production models like farmers' unions, cooperatives groups, organized out-growers, farmer entrepreneurs, etc.
- Ability to work independently and in a team environment to inspire communities to succeed.
- Professional fluency in English and Juba Arabic, and knowledge of local languages is an added advantage.

Skills

- Good understanding of USAID policies and procedures.
- Good understanding of standard Microsoft Office programs such as Word, Excel, and Outlook.
- Ability to communicate/collaborate effectively across cultures, including with team members based in other counties.
- Critical thinker and self-starter, able to work with minimal supervision and within established deadlines.
- Willing to perform assigned and additional duties and work under unpredictable conditions.

Required Attributes of all RASS Team Members

- **Be Flexible and Adaptive** – given the pace and frequency at which conditions may change in South Sudan, team members are expected to be agile with position requirements, adapting to changing circumstances to successfully meet the RASS objectives.
- **Be Collaborative and Inclusive** – individual team members are expected to model openness to new and competing ideas, seek feedback from colleagues, demonstrate and internalize respect for diverse opinions, and proactively create safe spaces for participation in decision-making processes to ensure the views of different groups, gender, and levels of understanding and experience within systems where RASS operates are considered and incorporated into activity programming, security, and development of RASS policies and procedures.

Application Process

To apply, please send your comprehensive updated CV/resume including full names, contact details (functioning email and phone), and a Motivation letter as one single document to: rass_recruitment@rassactivity.org. Please **DO NOT** submit any other recruitment documents at this time. In the subject line include: **Seed Production Specialist** as advertised at the top of this announcement. DAI encourages applicants to submit their applications electronically. Only shortlisted candidates will be contacted. The deadline for submissions is **Tuesday, February 28, 2023** at 05:00PM (17:00) CAT. Kindly, be reminded that DAI does NOT tolerate canvassing and phone calls.

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***The is a national position that is ONLY open to South Sudanese professionals. Female candidates are strongly encouraged to apply. ***



DAI Organization and Values: DAI is a global development company with corporate offices in the United States, the United Kingdom, EU, Nigeria, Pakistan, and Palestine and project operations worldwide. We tackle fundamental social and economic development problems caused by inefficient markets, ineffective governance, and instability. DAI works on the frontlines of global development. Transforming ideas into action—action into impact. We are committed to shaping a more livable world.

DAI and its employees are committed to confronting racism and holding ourselves accountable for positive change within the company and in the communities, cultures, and countries in which we live and work. DAI is committed to attracting and retaining the best employees from all races and backgrounds in our continued effort to become a better development partner. DAI upholds the highest ethical standards. We are committed to the prevention of sexual exploitation, abuse, and harassment as well as other ethical breaches. All of our positions are therefore subject to stringent vetting and reference checks.

DAI is an equal opportunity/affirmative action employer with a commitment to diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

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