



VACANCY ANNOUNCEMENT

Job Title:	Agriculture Officer
Number of Post	One (1)
Band /Level /Grade:	8B
Department:	Economic Recovery and Development
Location:	Ajuong Thok
Overtime Eligible:	N/A
Contract Status	Fixed Regular
Date of Issue:	Monday, 15 th August 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 Agriculture Officer will support the timely and quality implementation of the agriculture and agribusiness activities supported by the Bureau for Population for Refugee and Migration (BPRM) to refugee and surrounding host communities in Pamir and Ajuong Thok camps. The 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.

Major Responsibilities/Duties:

The responsibilities and duties of the 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 and purchase request (PRs) for all project materials inline to the IRC procurement standards.
- ✓ In coordination with the ERD Manager and Agribusiness Officer, guide farmers on effective enterprise selection and local seeds multiplication.

2. *Field activities implementation and monitoring.*

- ✓ To actively engage in the beneficiary selection process under the guidance of the ERD Manager and as per the IRC and donor section criteria.
- ✓ Direct supervisor field staff 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 Extension workers, participate in identification and registration of beneficiaries.
- ✓ Participate in distribution of agriculture inputs and ensure distribution reports are shared and a PDM conducted
- ✓ Monitor the conformity of the field works (trainings, field visits, meeting etc) with the donor standards and as per the agreed activity targets.



- ✓ Visit target communities on a regular basis to discuss with farmers their problems and experiences and learn about beneficiary needs and best agricultural practices relevant to increase crop production.
- ✓ Ensure the timely implementation of field works as per defined schedule.
- ✓ Ensure implementation, monitoring, and evaluation of project deliverables.
- ✓ Ensure the appropriate selection of target population to participate in the program.
- ✓ Responsible for establishment of drip irrigation systems and other relevant irrigation systems in crop production.
- ✓ Track performance of farmers and provide feedback on yields and lessons learnt.
- ✓ Training farmers and Mother to Mother Support Groups (MtMSGs) on vegetable production techniques and model kitchen gardens as well as irrigation.
- ✓ Provide feedback and lessons learnt in the project and areas of improvement.
- ✓ Work with the manager to development training materials for farmers including all field designs and experimentation.
- ✓ Keep agronomy record through the agronomy data on all trainings and production/yields.
- ✓ Provide Agriculture Extension Services (AES) and support to Agriculture Extension Workers (AEW) and farmers and disseminate latest production technologies to the farmers.
- ✓ Promote innovative and climate smart agricultural practices that includes environmental protection and Integrated Pest Management (IPM).
- ✓ Follow up farmland allocation and tracking ploughing assistance to farmers and ensures clear record of feddans.

3. Coordination and reporting.

- ✓ Submit weekly report to the ERD Manager per reporting schedules.
- ✓ Prepare and submit monthly activity plan to the ERD Manager.
- ✓ Submit to the ERD Manager assessment reports and field lessons learnt and success stories on the agribusiness activities.
- ✓ 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 M&E Officers and other ERD Officers on program quality and deliverables.
- ✓ Maintain open and professional relations with team members, promoting a strong team spirit and providing oversight and guidance to enable staff to successfully perform in their positions.
- ✓ Performs other duties as assigned by the supervisor to enable implementation of the IRC programs.

Key Working Relationships

Reports to: ERD Manager

Directly supervises: 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, WPE, etc.

Job Qualifications, Skills, and Experience:

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

Work Experience: He/she should have 2-3 years of relevant working experience INGO or a high recognized NNGO agriculture scheme or private agriculture sector with broad knowledge on crop production and vegetable production, irrigation, and farm mechanization. Two or more years of experience promoting improved crop production practices and local seeds multiplication. Two or more years of agricultural extension experience and coordination of development programs with some experience in kitchen gardens and irrigation. Two or more years of experience with value chains related to agricultural products/horticultural products and livestock. Sound knowledge of and skills in project cycle management, needs assessment, project planning, and monitoring & evaluation. Previous experience in food security and livelihood programming (Value addition programming)



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. Security awareness; able to travel to potentially insecure areas within the constraints of IRC's security policies.

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 1st September 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



Approved by Labour, Public Service (PHRD) office
15 AUG 2022
es 15/08/2022

