Terms of Reference

Agricultural Extension Officer(s) (with expertise in Agronomy and Conservation Agriculture) for OKACOM Livelihoods Demonstration Projects based in Calai, Angola (12 months performance-based contract)

The Permanent Okavango River Basin Water Commission (OKACOM) is implementing its 20 years Strategic Action Programme (SAP) with the technical and financial support from various International Cooperating Partners (ICPs) and Member States. The SAP Implementation aims to strengthen the joint management and cooperative decision-making capacity of the Cubango-Okavango River Basin Commission (CORB) Member States of Angola, Botswana and Namibia.

Two notable projects supporting the SAP implementation partners include the Support to the Cubango-Okavango River Basin Strategic Action Programme Implementation funded by the Global Environmental Facility (GEF) and implemented by the United Nations Development Program (UNDP); and the European Union which implements Programme for Transboundary Water Management in the Cubango-Okavango River Basin. Specifically, both projects are implementing interventions aimed at building climate resilience of targeted communities by promoting Conservation Agriculture (CA) and Non-Timber Forest Products in communities including in Calai, Angola. The activities are implemented by Associação de Conservação do Ambiente e Desenvolvimento Integrado Rural (ACADIR) in close coordination with the Ministry of Agriculture and Forestry.

ACADIR invites suitable candidates for two (2) positions of CA Specialists/Farmers Mentors for OKACOM Livelihoods Demonstration Projects based in Calai, Angola. (12 months performance-based contract).

Objectives.
The overall objective of the CA demonstration projects is to empower local communities to increase crop yields and improve resilience against climate change, while at the same time protecting and stimulating the biological functioning of the land (soil). The demonstration project will improve livelihoods of the communities, build capacity within local administration and government, whilst enhancing food security from local production systems and investigating options for alternative income generation.

Main Duties.
The Agricultural Extension Officer(s) (with expertise in Agronomy and Conservation Agriculture) Farmers Mentors will have the day-to-day responsibility to provide mentorship to CA demonstration farmers within the Ndamundamu and Calai communities during the period of field preparation as well as field management throughout the wet season to the point of harvest. The Field Facilitators will report directly to the ACADIR Director and to the OKACOM UNDP Demonstration projects Coordinator based in Gaborone on the overall progress of the Demonstration Projects. During the non-growing season, the Agricultural Extension Officer(s) will provide capacity building in CA principles and practice to Provincial Government staff, whilst working with community members in Ndamundamu and Calai to identify options to diversify livelihoods through non-timber forest products.
Specific responsibilities.

a) Coordinate the implementation of CA activities in target areas, ensuring that community identified needs in the relevant areas are addressed.
b) Assist OKACOM, ACADIR and local government in delivering technical support to target communities including co-ordination of project activities and awareness creation.
c) Assist OKACOM and ACADIR in documenting key accurate relevant data aimed at program Monitoring and Evaluation including but not limited to participating in the design and implementation of baseline surveys and mapping of the selected demonstration sites.
d) Support data collection by the researchers and implementing partners by facilitating community targeted data collection, tabulation, and analysis of data for the baseline surveys.
e) With the support of OKACOM, oversee the technical design, delivery and implementation of community tailor-made CA capacity building and mentorship including farmer to farmer, farmers associations and through farmer field schools (FFSs) and demonstration plots.
f) With the support of OKACOM, oversee the technical design, delivery and implementation of tailor-made CA capacity building programme for local government staff.
g) With the support of OKACOM, oversee the technical design, delivery and implementation of community tailor-made non-timber forest product capacity building and mentorship through demonstration harvesting plots and community cooperative harvesting.
h) In collaboration with OKACOM and local government staff, ensure that the relevant CA inputs are procured and delivered in timely to selected CA lead farmers.
i) Coordinate the organising and conduction of farmers benchmarking and exposure visits aimed at sharing lessons and strengthening relationships among farmers.
j) Prepare monthly and quarterly work plans and produce monthly and quarterly progress reports.
k) Support OKACOM and its implementing partners in the design and implementation of a replication/up-scaling programme for validated CA practices in the project areas.
l) Act as a link between CA lead Farmers, government and ongoing partners programs aimed at enhancing CA adoption and uptake.
m) Support organising regular projects progress reviews and coordination with the local Technical Reference Group and partner organisations.
n) Ensure all financial expenditures are executed within the allocated resources coupled with documentation.

Key Competencies.

i. Demonstratable knowledge of CA including formulating CA training programs for rural farmers.
ii. Demonstratable rural extension services and mentorship of farmers.
iii. Demonstratable knowledge of non-timber forest products for rural farmers.
iv. Ability to communicate (presentation, oral and written) in Portuguese, Nyemba, Ngangela, Rukwangali; working English highly desirable and an added advantage.
v. Demonstrated ability to independently work with rural farmers in a multicultural environment including government and donor partners.

Required Skills and Experience.
At least a National Diploma, but preferably a BSc in Agriculture with focus on Agronomy, Agriculture Extension, or General Crop Production. (A certificate level qualification and over 5 years’ experience in field agricultural extension and basic training in CA will be consider).

i. A minimum of three (3) years of relevant experience in agricultural and rural development work focusing on smallholder farming systems in dry-land areas of Angola.

ii. Field based experience within the context of introducing, replicating and up-scaling new and improved crop production technologies and practices through participatory learning approaches such as farmers field schools highly desired.

iii. Exposure to agricultural project implementation; procurement and distribution of agricultural inputs and equipment; institutional and technical capacity building of government institutions, NGOs at all levels.

iv. Experience in facilitating/coordinating community-level participatory action planning and development and participatory extension approaches to technological innovation; and gender mainstreaming.

v. Familiar with the latest CA and adaptive research/participatory extension technologies.

vi. Basic computer literacy (i.e Word processing, PowerPoints and spreadsheet).

vii. A driver’s licence not a must but highly desired, basic driving skills including a Quadbike and motorbike.

To apply for this post, please send your cover letter, copies of qualifications, reference letters and curriculum vitae to antoniochipita2012@gmail.com

Closing Date: Wednesday 30 September 2020.