



JOB ADVERTISEMENT

POSITION OF AGRIBUSINESS DEVELOPMENT OFFICER (Position 1)

Job Ref No. "REF No: KALRO/6/153A/1/20"

The Kenya Agricultural and Livestock Research Organization (KALRO) is the premier research organization, charged with the main mandate of promoting, streamlining, coordinating and regulating research in crops, livestock, genetic resources and biotechnology in Kenya. It is also mandated to expedite equitable access to research information, resources and technology and to promote application of the research findings and technology in the field of agriculture. In the execution of this mandate, KALRO is supported by a network of its 16 research institutes and over 30 centers spread across country. KALRO works directly with farmers, livestock keepers, the private sector, development partners and other stakeholders involved in the agricultural research and development space.

KALRO has received funding grant from the European Union to implement the Climate Smart Agricultural Productivity Project (CS APP), a five-year project under the AgriFI Development Programme. This action seeks to support KALRO's research on climate smart agricultural technologies and promote adoption of these technologies by adopting a Public-Private Partnership approach. The primary beneficiaries of this project are an estimated 500,000 small-holder farmers, pastoralists and their groups that are occasional market players with potential to become full players in specific value chains. The project is implemented nationally.

The CS APP will support implementation of activities and will target at achieving the following *sub-results areas*:

Result area 1. (a): Research in new drought resistant and more yielding climate smart technologies.

This will address specific productivity constraints facing farmers and whose solution will unlock farmer integration in commodity markets.

Result area 1. (b): Disseminate existing market-linked technologies research for application.

This will cover upscaling of new and existing technologies through public-private partnerships approach via competitive sub-grants. The key focus will be increased adoption of technologies thus enabling farmers to take full advantage and integration into commodity value chains markets.

The Management of KALRO wishes to advertise and competitively fill the position **Agribusiness Development Officer for the CS APP** under the project Climate Smart Agricultural Productivity Project (CS APP) domiciled at KALRO headquarters, Nairobi Kenya (but will travel to the counties for training and follow-ups regularly). The purpose of this position is to support the achievement of the project's result area 1(a): Research in new drought resistant and more yielding climate smart technologies and 1 (b): Small holder farmers adopt existing technologies developed by KALRO in value chains in Kenya to enhance production and value addition - through leading the project's capacity building strategy with project staff and beneficiaries in agribusiness and overseeing efforts that lead to increased and improved linkages between smallholder farmers and commodity markets. The successful candidate will report to and work under the National Project Coordinator and with the project team. Specifically, duties and responsibilities will be to:-

- i) Improve/develop the capacity of project staff, farmers groups and partners to identify sustainable agro-based economic opportunities and implement a demand-driven, commercialization approach to technology adoption based on access to markets in identified value chains
- ii) Identify and assist in coordinating relevant workshops in agribusiness, value addition and marketing issues for project staff and project beneficiaries/agribusinesses.
- iii) Develop and facilitate training modules for project staff related to the key decision making tools for market analysis and project intervention, including:
 - iv) Value chain analysis
 - v) Participatory needs assessment
 - vi) Participatory action planning
- vii) Provide technical capacity to project beneficiaries to improve their understanding of business-related concepts in the various value chains: factors of production; costs of production; quality control/market standards; opportunity cost; gross margin and profit analysis; return on investment; credit/budgeting; and risk
- viii) Provide support and guidance to the National Project Coordinator to develop, oversee and review project strategy and activities related to the implementation of the project according to the CS APPP document and budget.
- ix) Provide technical assistance for the design of the project's monitoring and evaluation

- x) Strategy with regard to agribusiness indicators.
- xi) Mainstream into the M&E system relevant business indicators of targeted value chains to measure performance and profitability
- xii) Assist County governments and KALRO Institutes/Centres to develop the agribusinesses for the identified value chains in the project.
- xiii) Assist the Project partners and beneficiaries to establish linkages with private sector service providers and buyers for accessing new farm and non-farm enterprise opportunities and in the negotiation of market contracts and MOUs with selected private sector partners.
- xiv) Design a strategy to strengthen linkages between civil society organizations, government representatives and the private sector. Maintain working relations with relevant government line ministries and private sector/research institutions to coordinate the adoption of new products and/or approaches in agriculture development and marketing
- xv) Provide technical support in the establishment of a marketing database to keep farmers, consumers and buyers informed of the prevailing market prices of various agro-industrial products and commodities in target chains.
- xvi) Coordinate capacity building of project staff, farmer groups and partners in Agribusiness management and facilitate linkage of farmer groups with sustainable markets
- xvii) Writing project reports and lessons learnt with regard to agribusiness indicators and sharing with distribution to all partners.
- xviii) Any other duties assigned by the National Project Coordinator

Job Specifications

For appointment to these position, a candidate must have:-

- i) A Master's degree in agricultural economics, agribusiness, agricultural marketing, business administration, or related field.
- ii) 5 years' demonstrated practical experience in agro-business development, preferably in farm planning, economic analysis and marketing.
- iii) Demonstrated capacity to work with private sector players (financial institutions, exporters, buyers, traders, transporters, input suppliers or processors etc.)
- iv) Experience with community-based programming
- v) Experience in small to medium scale agro-enterprise management
- vi) Experience with externally funded development programmes would be desirable, preferably with experience in market-oriented projects
- vii) Experience in dealing with local interlocutors (local NGOs, national government ministries and their policy agenda)
- viii) Experience with EU or donor funded projects would be an added advantage

Desirable skills and attributes

- i) Familiarity in dealing with county governments will be an added advantage.
- ii) Excellent IT, written and verbal communication skills.
- iii) Familiarity with commonly used tools for market analysis and program design such as sub-sector analysis, gross margin analysis and business planning
- iv) Excellent training skills a must.
- v) Fluency in written and spoken English with exceptional written and verbal communication skills
- vi) A good understanding of contemporary development issues particularly those related to agricultural research and development and livelihoods
- vii) Excellent organizational skills and understanding of working with grassroots organizations
- viii) Individual must be results orientated, highly self-motivated and have demonstrated analytical skills and be able to work to meet strict deadlines. The successful candidate will thrive in a multi-cultural environment as part of a rapidly growing and developing organization and be personally committed to KALRO's vision and mission.
- ix) A strong personal commitment to the objectives, aims and methods of the CS APP.
- x) Self-supervised individual.

Terms of Service and Remuneration

The successful candidate will serve on a **one year contract**, renewable, subject to satisfactory performance, delivery of set performance targets, outcomes and availability of funding. The salary and other benefits attached to this position will be negotiated in accordance with the CS APP approved budget.

Mode of Application

Interested applicants should send applications with cover letter, copy of detailed curriculum vitae, indicating how the applicant's profiles and experiences match those specified above. This should include names and addresses (including telephone, fax and email) of three referees who are knowledgeable about the candidates' professional qualifications and work experience, photocopies of their National Identity Card/Passport, relevant academic and professional certificates, testimonials and other relevant supporting documents to: **The Director General, Kenya Agricultural & Livestock Research Organization, Kaptagat Road, P.O Box 57811- 00200, NAIROBI** so as reach him on or before **15th March 2019 at 5.00pm**. All applications should be clearly marked the **"REF No: KALRO/6/153A/1/20"** on the envelope. Canvassing in any form will lead to automatic disqualification.

Kenya Agricultural & Livestock Research Organization (KALRO) is an equal opportunity Employer and selects candidates on merit through fair and open competition from the widest range of eligible candidates.