



FARM AFRICA

Farm Africa Chair

Candidate Brief

2024



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LETTER FROM THE CHIEF EXECUTIVE

Dear Candidate,

I am delighted you are interested in Farm Africa's work and the Chair of the Board of Trustees role.

Half of the world's extreme poor live in sub-Saharan Africa and the vast majority work in agriculture. Farm Africa is one of the leading technical INGOs in agriculture, natural resource management and market engagement. Our work uses technical expertise, management, and preservation of ecosystems, as well as the power of business, to reduce poverty by helping farmers grow more, sell more, and sell for more.

At Farm Africa we know that effective agriculture has the power to change lives - underpinning food security, prosperity and climate resilience. I've been the CEO since 2020 and I'm inspired everyday by the relevance of our mission, the quality of our work and the capabilities of our teams and partners.

2025 will be Farm Africa's 40th year, and this will be a crucial and fascinating time to be involved with the organisation. Our work is so relevant to the complex challenges that confront smallholder farmers in east Africa, from climate extremes to empowering women producers, and its technical quality and market approach is proven to bring about sustainable change. We view farming as a business, we connect with the private sector and our projects, from regenerative agriculture to carbon financing, have the results and evidence to influence policy at scale. Farm Africa's projects endure. As we enter our 40th year we are still connected to farming communities who we worked with decades ago to support thriving and resilient livelihoods.

As our current Chair steps down from his role next year, Farm Africa is looking for an inspiring leader to join our Board of Trustees and become our next Chair.

This is the perfect opportunity for an exceptional and creative leader to join a highly engaged and expert Board of Trustees to support Farm Africa in delivering significant change in the lives of smallholder farmers in Africa.

If you are excited by this challenge and have a passion for sustainable development in Africa, we would be delighted to hear from you.

Dan Collison

Chief Executive, Farm Africa

ABOUT FARM AFRICA

Farm Africa has worked in eastern Africa for almost 35 years, and now has programmes in the Democratic Republic of Congo, Ethiopia, Kenya, Tanzania and Uganda.

While huge progress has been in bringing global poverty levels down, sub-Saharan Africa has benefited the least. Today, half of the world's extreme poor live in sub-Saharan Africa and the vast majority work in agriculture.

Farm Africa tackles three big challenges that trap people in poverty: ineffective agriculture, environmental destruction, and lack of access to markets. We focus on developing innovative solutions that find the right balance between producing food and conserving the environment.

Prosperity in Africa depends on making agriculture work better, using natural resources well, and creating stronger markets for what farmers produce.



AGRICULTURE

Developing agricultural expertise for long-term change.



ENVIRONMENT

Safeguarding the environment for years to come.



BUSINESS

Boosting business to drive prosperity.

AGRICULTURAL EXPERTISE

Effective farming techniques are key to driving up agricultural production in Africa. Farm Africa ensures that farmers make the most of their land, whether they grow crops, keep livestock or manage fisheries.

MANAGEMENT AND PRESERVATION OF ECOSYSTEMS

Widespread deforestation and destruction of grazing lands threaten the livelihoods of forest communities, pastoralists and farmers across eastern Africa. We use our forest and grazing land management expertise to work with farmers to conserve their resources for the long term.

We help unlock the potential to make conservation profitable. We help farmers grow incomes from lands and forests, farming honey and coffee, growing trees for timber, or protecting forests in exchange for carbon credit payments.

THE POWER OF BUSINESS TO DRIVE PROSPERITY

Farm Africa works to strengthen every aspect of farming supply chains, from soil to supermarket. We ensure farmers adapt to what buyers want. We help them build co-operatives so they can sell in bulk.

We bolster 'first mile' businesses that supply inputs to small farms, and support those who collate smaller farms' produce to sell to wider markets.



Photo credit: Esther Ruth Mbabazi

VISION

A resilient rural Africa where people and the environment thrive.

MISSION

To promote sustainable agricultural practices, protect the environment and strengthen markets in rural Africa.

VALUES

- **EXPERT:** Expertise and insightful evidence-based solutions are at the heart of everything we do
- **GROUNDLED:** Our teams and partners work closely with local communities, engaging them in every level of decision-making
- **IMPACTFUL:** We deliver long-lasting change for farmers, their families and their environments
- **BOLD:** We model innovative approaches and are not afraid to challenge strategies that are failing.



CONTEXT

With a rapidly rising population, the IMF predicts that sub-Saharan Africa will need to create about 18 million jobs per year until 2035 to absorb the growing workforce. Agriculture is the biggest employer (70% of the population in eastern Africa works in or makes a living from agriculture) and a significant contributor to the economies in most sub-Saharan African countries. According to the World Bank, growth in agriculture is 2.5 times more effective than any other sector in decreasing poverty. Prospects for growth and poverty reduction in much of sub-Saharan Africa remain closely intertwined with progress in the agricultural sector.

The region has fertile land and water resources to invest in agriculture, however, it also faces threats such as climate change, soil erosion, deforestation and the destruction of grazing lands.

Boosting agriculture in a sustainable way, building resilience to climate extremes and ensuring good access to markets for farmers, are key to effective poverty reduction in sub-Saharan Africa.



Photo credit: Farm Africa / Mwangi Kirubi

EXAMPLE OF OUR WORK

LINKING FARMERS TO MARKETS

IN TANZANIA, FARM AFRICA IS SUPPORTING MORE THAN 200 FARMER SERVICE CENTRES THAT MAKE MARKETS WORK BETTER FOR FARMERS.

In rural Tanzania, the majority of the population works in small-scale farming. However, smallholder farmers face many challenges that hinder their productivity and financial stability. Lack of quality inputs such as seeds and fertiliser, inadequate knowledge of agricultural practices, and insufficient post-harvest handling of crops all contribute to keeping farmers' yields, incomes and food security low. Female farmers are particularly disadvantaged. Women's lack of land ownership means they are often excluded from deciding which crops to plant, and they lack the collateral needed to qualify for loans to buy quality inputs.

As part of the Farm to Market Alliance, since April 2022, Farm Africa has been working with the World Food Programme to support Farmer Service Centres (FSCs) in the Singida, Manyara, and Morogoro regions of Tanzania. This project empowers farmers to improve their productivity, profitability, and food security. It is helping maize, beans, sunflower, soya bean, and rice farmers succeed in their businesses.

BUILDING A NETWORK

This project has established a network of 208 FSCs, reaching 70,596 smallholder farmers with services needed to increase productivity and build commercially viable businesses. FSCs are a critical coordination platform. They offer farmers inputs such as seeds and fertilisers, mechanisation, agricultural extension services, and finance. They aggregate farmers' produce, connect farmers to markets and provide buyers with quality and quantity assurance.

We are promoting the importance of involving women in decision-making. The proportion of women and young people in FSCs' top leadership positions has increased from 25% at the start of the project to 41% by December 2023.



Photo credit: Farm Africa

THE ROLE OF CHAIR



Photo credit: Esther Ruit Mbatia

PURPOSE OF THE ROLE

We are looking for a dynamic leader to become Farm Africa's next Chair of the Board of Trustees.

The Chair will lead the Board of Trustees in ensuring Farm Africa achieves its vision of a resilient, rural Africa where people and the environment thrive.

RESPONSIBILITIES

- The management and development of the Board, including its relationship with management
- Guiding the Board and CEO in shaping the strategic priorities of Farm Africa
- Leading the selection process & coaching and appraisal of the Chief Executive
- Representing Farm Africa with donors, partners, regulatory authorities and other key stakeholders (in collaboration with the CEO)
- Along with the Board Secretary and Treasurer ensuring good governance and financial management of the charity.
- Relevant sector experience at leadership level, likely to include one or more of:
 - International Development, especially food systems
 - Working in Africa at national or international leadership level
 - National or International Farming or Food Industry
- Capable of charity governance and the ability to understand UK charity governance requirements.
- Capable of handling sensitive issues involving risks to the reputation as well as the long-term sustainability of the organisation.
- A commitment to the work of Farm Africa and the time to carry out the role.

PERSON SPECIFICATION

- Experience of working at a senior level in an organization, possibly chairing a Board, committee or other such body.
- Experience of providing strategic leadership in an organization, likely to include experience of developing successful strategic partnerships between organisations at national or international level
- Evidence of strong interpersonal skills, such as building teams, conflict resolution & coaching.



SENIOR MANAGEMENT TEAM

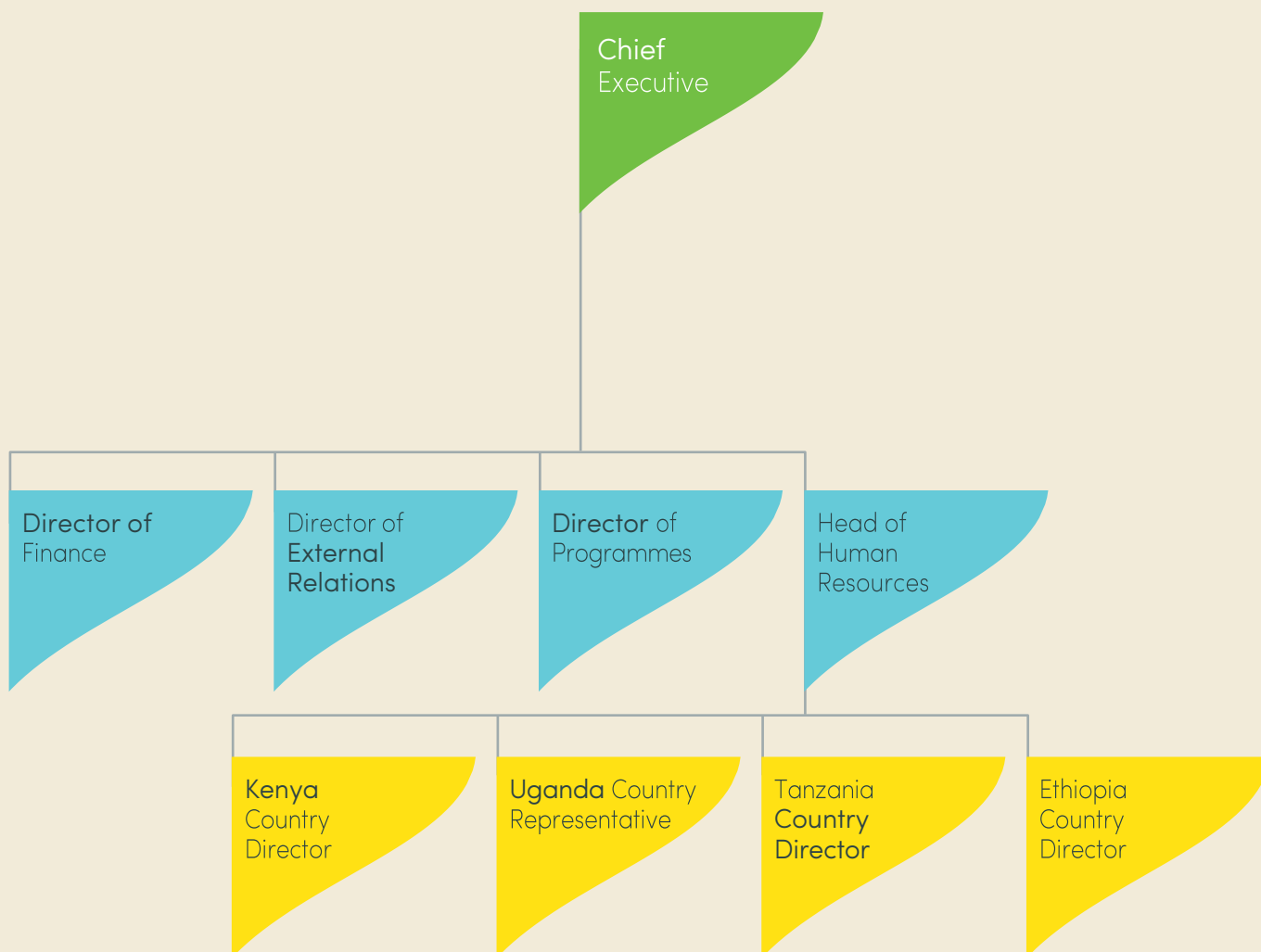


Photo credit: Farm Africa / Esther Mbabazi

HOW TO APPLY

Application is made using a CV and a cover letter. The cover letter should address how you meet the criteria and outline your interest in the role.

The preferred method of application is by email to:

trusterecruitment@farm africa.org

All applications will receive an automated response.





FARM AFRICA



Photo credit: Farm Africa