

## JOB DESCRIPTION AND PERSON SPECIFICATION

**JOB TITLE:** NRM & Livelihood Officer

**REPORTS TO:** Project Coordinator

**PROJECT:** Dolo Ado Sub-Cluster Field Office

**DUTY STATION:** Dolo Ado with frequent travel project implementation sites

**DURATION:** Until 31<sup>st</sup> March 2026 with probation period of 60 days

### BACKGROUND

Farm Africa is an international NGO founded in 1985, with a vision to see a prosperous rural Africa. We are a specialist development NGO working with smallholder farmers and forest communities, local governments and the private sector in Ethiopia, Kenya, Uganda and Tanzania. We are technical experts in the fields of agronomy, livestock, natural resource management and market engagement. With community engagement underpinning our approach, we design and implement sustainable solutions to rural poverty based on evidence and best practice. Farm Africa Ethiopia is implementing a large number of programmes and projects in the areas of agriculture (crop and livestock), natural resources management and market engagement across Ethiopia. We are increasingly designing and implementing complex and integrated multi-sector projects, some by ourselves and some others in partnership with like-minded organizations in the form of consortium.

Nature-Based Solutions for Sustainable and Inclusive Development (NSSID) programme is implemented with the overall goal to contribute to environmental sustainability, climate resilience and inclusive development in Ethiopia. The Nature-Based Solutions for Sustainable and Inclusive Development (NSSID) programme will deliver a holistic approach to addressing the complex and interlinked challenges in three eco-regional clusters across Ethiopia, implementing multi-sectoral interventions that will contribute to sustainable, inclusive, and resilient development in Ethiopia.

The objective of the programme will be achieved through a holistic package of interventions that will be delivered under an overarching Integrated Landscape Management approach. This approach will enable the programme to improve natural resource stewardship, including integrated watershed management, sustainable forest and rangeland management and community-based management of parks, protected areas and wetlands, whilst concurrently supporting sustainable and nutrition-sensitive agricultural production and marketing, and enhancing opportunities for income generation through strengthening inclusive value chains of agricultural and non-timber forest products including bamboo, coffee, honey, spices, gums and resins. The programme will embed climate adaptation and mitigation approaches, building the resilience of communities and farming systems, and promoting gender-responsive green energy entrepreneurship. Conflict-sensitive and gender-transformative approaches will contribute to reducing resource-based conflicts and migration, improving social harmony within and between communities.

The programme has five interrelated outcomes. The programme will be implemented in six basins of Ethiopia, grouped into three eco-regional clusters: (1) Eastern and south-eastern cluster (Wabi-Shebele and Genale-Dawa basins), (2) Rift Valley cluster (Rift Valley basin and Awash (basins)), (3) Western and south-western cluster (Omo-Gibe and Baro-Akobo basins).

Farm Africa (lead), SOS Sahel Ethiopia (SOS-E), Movement for Ecological Learning and Community Action (MELCA), Sustainable Environment and Development Action (SEDA), ORDA Ethiopia, Population Health & Environment - Ethiopia Consortium (PHE-EC), Union of Ethiopian Women and Children Associations (UEWCA), Environment and Coffee Forest Forum (ECFF), International Water Management Institute (IWMI) are responsible and accountable for the operation of the huge and complex NSSID programme. Farm Africa is looking for qualified personnel for the Job position of an NRM & Livelihood Officer to provide over all technical support in the areas of agriculture to the NSSID programme implemented in Dolo Ado Sub-Cluster area.

### PURPOSE OF THE ROLE

The role of the NRM & Livelihood Officer is to provide overall technical support in the areas of natural resources management and climate smart crop production, livestock production and other IGAs for the NSSID programme implemented in Dolo Ado Sub-cluster area. This includes in the planning and implementation of all NRM, crop and livestock production and IGA activities. The post holder will provide technical support on various NRM, rangeland management, climate-smart crop and livestock crop production, crop protection, improved crop production practices, promotion of small-scale irrigation scheme combined with best agronomic practices and promote high value crops that provide quick and high return and other IGAs. The incumbent will promote improved NRM and agricultural inputs and technologies. He/she will facilitate capacity building trainings and workshops to project beneficiary community targets and government stakeholders focusing on NRM, crop and livestock production and non-farm IGAs. She/he will facilitate demonstration site establishment and practice through Farmer Field School approach and ensure that beneficiaries use improved NRM and agronomic techniques and technologies. In addition, the post holder will engage in documentation of best practices, learnings and lessons in the areas of NRM, climate-smart crop and livestock production and other IGAs. Moreover, she/he will involve and contribute in designing of new projects in the areas of NRM, climate-smart crop and livestock production and other livelihood areas.

### KEY TASKS AND RESPONSIBILITIES

Key areas of responsibilities are:

- Facilitate the design of appropriate practices and provide technical support in the areas of NRM, crop and vegetables production, livestock production and other IGAs.
- Support the production and productivity of improved food crops, vegetables, fruit trees and fodder crops, livestock production and other non-farm IGAs which are climate -smart;
- Assist in implementing demonstration plots for innovative NRM, agricultural crops & livestock, agronomic practices and other IGAs;
- Provide technical support to the post-harvest handling and marketing of local crop products;
- Support smallholder farmers to produce high value crops that can adapt to the adverse effects of climate;
- Taking part in supervision of works related to NRM, crop and livestock production, agronomy and protection, and forage development,
- Ensure that all NRM, agricultural and non- agricultural livelihood activities are contributing towards the development of sustainable agriculture.

- Assist studies, assessments, documentation of best practices/lessons and activities related to NRM, climate smart crop and livestock production and IGAs.
- Capacity building of project teams on best practices to ensure quality outcomes for all NRM, crop and livestock production and other livelihood activities.
- Work with the project and program team and technical expertise to develop and refine tools and systems in relation to NRM, crop & livestock production, agronomic practices, CSA, forage development, IGAs and related.
- Work with project stakeholders to ensure they are inclusive in various NRM, crop & livestock production approaches and IGAs that support small holder farmers.
- Take part in MEL activities mainly baseline survey, assessment, review and evaluation tasks
- Actively participate in regular planning, monitoring, review and evaluation of project progress.
- Develop training manuals and other knowledge products relevant to climate-smart NRM, crop and livestock production and IGAs.
- Facilitate training on NRM, climate smart crop production and improved agronomic practices for project beneficiaries and government staffs.
- Monitor and document the project progress, lessons, good experience and impact with the community representatives.
- Prepare and submit weekly/bi-weekly, monthly, quarterly and bi-annual and annually progress reports, updates, minutes as well as field reports to the project coordinator timely and in good quality.
- Establish and maintain good working relationship with GO and NGO staffs and community members.
- Performs other duties as assigned by the line supervisor.

These essential functions are not to be interpreted as a complete statement of all duties performed. Employees will be required to perform other job-related duties as required. All work responsibilities are subject to having performance goals and/or targets established.

PERSON SPECIFICATION	
Essential	Desirable
<b>Education, qualifications &amp; other knowledge</b>	
MSc/BSc in Agronomy, Plant Sciences, Crop sciences, Arid land agriculture, Agricultural Extension, NRM and other related disciplines	
Knowledge of the agricultural development & environment policy in Ethiopia	
Knowledge of crop production through small scale irrigation	
Knowledge of CSA, NRM and IGAs	
Knowledge of gender and social inclusiveness	
<b>Experience</b>	
At least three years of practical work experience in the field of agricultural crop production, small scale irrigation, CSA, NRM, farm and non-farm IGAs.	Previous NGO work experience in rural development,
Good Experience in rural livelihood development particularly irrigation crop production and productivity.	Experience with international organization, public sector institutions and/or funding agencies

Practical experience in providing training on crop production and protection to staffs and smallholder farmers.	Application of crop modelling and analysis software such as CropWat and AquaCrop.
Experience of project planning, implementation, review, monitoring, evaluation and reporting	
<b>Skills &amp; abilities</b>	
Excellent ability to develop and translate plans into cost-effective operations and activities in line with identified and available resources.	
Very good English language skills (written and spoken)	
Computer literacy, irrigation crop-related computer software applications, excellent record keeping and report writing	
Strong communication and interpersonal skills	
Good team building skills and the ability to work in a multi partner approach	
Training need assessment and training facilitation	
Willingness to frequently travel to rural/marginal areas, ability to work with minimum supervision	
Strong sense of integrity and personal commitment to the goals and values of Farm Africa	
Good community level facilitation and coordination skills	

### Our VALUES

Investing in smallholder farming is the number one way to combat poverty in rural Africa. Farm Africa is a leading NGO specialising in growing agriculture, protecting the environment and developing businesses in rural Africa.

**EXPERT.** Deep expertise and insightful evidence-based solutions are at the heart of everything Farm Africa does.

**GROUNDLED.** Positive change starts with Africa's people, so our experts work closely with local communities, engaging them in every level of decision-making.

**IMPACTFUL.** We take a long-term view so we can deliver lasting changes for farmers and their families.

**BOLD.** We model innovative new approaches and are not afraid to challenge strategies that are failing.

Those who meet the above requirements should submit their short CV (maximum of 4 pages) and a cover letter (maximum 1 page) to <https://airtable.com/app0T6zXBuwcYitbx/shrXodfByXJ6Aw6Zn> by **November 14, 2024**.

**Only short-listed candidates will be contacted.**

Farm Africa is an equal opportunity employer and promotes gender equity. Canvassing will lead to automatic disqualification. Farm Africa does not charge a fee at any stage of the recruitment process. (E.g. Application, interview, meeting, processing, training or any other fees).