Career Opportunity at CARE International in Uganda

About CARE International

CARE International has been active in Uganda since 1969 and working in the country continuously since 1979, implementing a diverse portfolio of programs and projects ranging from emergency services to economic development and civil society building. Our current programming targets Women, Girls and youth as well as vulnerable groups such as the extreme poor, internally displaced people, children to provide assistance and opportunities for empowerment and sustainable development through addressing the underlying causes of poverty grounded on careful and thorough analysis of power relations between different groups in society and the local context in which they live and work. Our programming is guided by our core values of transformation, Integrity, Diversity, Equality and excellence.

CARE International in Uganda seeks to recruit highly motivated and qualified development and Emergency professionals to fill up the following positions:

1. Job Title: Agri-business Coordinator – Maternity Cover
   Position (1)
   Grade: D
   Location: Gulu
   Supervisor: Senior Initiative Manager

JOB SUMMARY

The Agri-Business Coordinator will be a dynamic team player with strong technical skills in agriculture, the intersection of gender with agriculture, food insecurity, land ownership and farmer field business schools. He/She will be responsible for leading the strategic development, and mainstreaming of gender, sexual, reductive health rights (SRHR) and GBV in the agricultural component of the WAY program. This entails conducting gender analysis of the farmer groups and village savings and loan associations (VSLAs) in the eight districts of West Nile and Northern Uganda namely: Arua/Madi-Okollo, Yumbe, Moyo/Obongo, Adjumani, Amuru, Agago, Kitgum and Lamwo. He/She will be familiar with the development and humanitarian nexus with a passion for economic empowerment of women and girls, promoting gender equality and diversity, engaging men and boys and curbing gender based violence. He/she will have strong mobilization, networking and relationship building skills and familiar with working in various partnership frameworks at local Government and National levels. The Agri-business coordinator will provide technical oversight in all capacity development interventions, needs assessments, mentorship and support supervision of the farmer groups. The position is based in Gulu but with frequent travels to all project districts.

The key responsibilities for the position are: first and foremost, to lead the design and roll out of activities for gendering agricultural elements of the WAY program; to provide advisory support and guidance to a Senior Initiative Manager and the rest of the team; rollout a gender-responsive livelihoods security approach, lead gender integration in farmer groups empowerment processes, build capacities of farmer groups in gender justice and equality. He/She will also ensure periodic project reviews, documentation, and timely reporting.

Responsibilities and tasks:

R1: Technical support to IPOs (60% of time): Assess, facilitate and strengthen the Capacity of NURI, its partner organizations and Relevant Organisations and Extension Workers.

Tasks
- Lead the gender analysis and SRH assessment of all the NURI and other Farmer groups that WAY works with, relevant VSLA/YSLA groups, District Agricultural extension personnel and partners.
Develop capacity strengthening plans to adopt gender transformative programmatic approaches that emphasizes gender equity and diversity.

Train identified NURI groups, extension workers and partners in mainstreaming gender, GBV and SRHR in agriculture activities.

Develop weekly, quarterly and annual implementation work plans for the agricultural component of the WAY program.

Produce qualitative and quantitative weekly, monthly, quarterly and annual reports for this component which are evidence based.

Provide tools, formats, manuals and guides to NURI, target extension workers and partners to improve project quality e.g. story telling guides, project review guides, GBV toolkits, SRHR toolkits, Gender self-assessment tools.

Conduct TOTs in Integration of Gender, GBV, SRHR, Male Engage Activities, SASA! Activism among others in agriculture and farmer activities.

Mentor, coach and monitor the progress of the NURI partners, extension workers and farmer groups.

Share monitoring progress reports on a timely and regular basis.

R2 Partnerships (20%): Ensure a high level of coordination and nurtured relationships with partners and stakeholders for learning, sharing, dissemination and visibility opportunities

Develop and support an excellent and transparent working relationship between CARE, NURI and its implementing partners based on effective and timely communication.

Foster linkages and networking between CARE, health facility workers and other SRH partners in the private and public sector.

Effectively represent the programme at relevant forums including but not limited to Refugee Settlement Coordination meetings and District Coordination meetings.

R3 Monitoring and Evaluation (15% of time): Work with the program staff and the MEAL Team to design and implement monitoring and evaluation systems

Tasks
• Participate in the development and continuous review of the overall project M&E systems
• Contribute to the designing of monitoring and evaluation tools to collect relevant program information
• Participate in the preparation of quarterly and annual implementation plans and project implementation reports
• Ensure accurate and timely weekly, monthly, quarterly and annual reporting.
• Provide Technical support to CARE Uganda projects involved in the NURI program.
• Participate in the preparation and documentation of lessons learnt and organize sharing of the documented lessons

R4 Technical Support to CARE Country Office programs and other responsibilities: (5% of time): Work with other relevant CO teams working on gender and agriculture to ensure robust technical implementation of gender mainstreaming interventions in agriculture:

Tasks
• Participate in capacity assessments to establish capacity needs of gender in agriculture programme components
• Implement capacity building strategies on mainstreaming gender, GBV and SRH in agriculture.
• Conduct TOTs in gender integration methodology, SRH for farmer groups among others
• Mentor, coach and monitor the progress of the staff
• Perform any other duties as assigned by a competent authority.

RELATIONSHIPS AND COLLABORATION

This is a mid-level position in CARE and requires a degree of clear headedness, integrity, sensitivity and responsiveness to the needs of the program, mission and program directions of CARE International in Uganda.

The jobholder is required to consult and make collective decisions on major operational issues, and procedural changes with the Senior Initiative Manager and colleagues.

AUTHORITY
The Agribusiness Coordinator works directly with NURI, its partners, farmer groups and extension workers. He/She will manage these partnerships according to CARE Uganda Cooperative agreement obligations and program work plans.

WORK CONDITIONS

The position is based in Gulu but a significant amount of time (70%) will be spent on traveling in support of the program in the other 8/10 districts of the program.

Job and Person Specification requirements

- Master’s degree in agro-economics, gender studies, adult education, climate change and climate SMART agriculture or relevant Post graduate qualification.
- Advanced knowledge and at least five years of proven practical experience technically supporting gender transformative approaches.
- Experience and skills in effectively supervising technical specialists and managing performance for success in technical support teams with a focus on gender transformative approaches.
- At least 5 years of hands on professional experience in community development work (including working with institutions, understanding their culture, breaking taboos in conversations, ability to discuss sensitive topics such as masculinity and sexuality in a sensitive but direct way with experience implementing gender transformative programs a must.
- Experience working with large, cross cultural teams with multiple deliverables is desirable.
- Strong inter-personal communication and facilitation skills; sound judgment and decision making skills.
- Excellent team work, ability to network as well as work independently, build relationships and establish collaboration with different partners, agencies local and international networks.
- Ability to link with community activists and social movements
- Working knowledge in M&E, and strong report writing and documentation skills.
- Ability to plan in a timely manner and under situations if limited time amidst competing priorities.
- Unshakable commitment to gender equality.
- Knowledge of languages used in the participating districts are considered an added value

Application Procedure:

Candidates who are interested in the above jobs should submit updated CV and Application letter giving a day time telephone contact and names, telephone contacts and email addresses of 3 (three) work related referees only through our recruitment email ugarecruitment@care.org clearly indicating the job title in the email subject. CVs will be received until the 27th November, 2019. Please note that when you are successful for the above position, CARE will need certified copies of your academic documents. For any questions please call our office on 0312258100/150

CARE IS AN EQUAL OPPORTUNITIES, GENDER SENSITIVE, CORRUPTION, SEXUAL EXPLOITATION AND ABUSE INTOLERANT EMPLOYER.

Please Note that CARE International in Uganda does not ask any applicant payment for any recruitment process.