



UGACOF

JOB OPPORTUNITY

Ugacof Limited, a leading Coffee Exporter in Uganda, works with smallholder coffee farmers countrywide. While Ugacof core business is buying, processing and exporting of coffee to international buyers and roasters, Ugacof also works in partnership with local/national and international organizations to support smallholder coffee farmers with the aim of increasing the productivity and quality of coffee produced contributing to improved livelihoods of these smallholders. Such relationships have been established on long term basis and require commitment and management. The projects demonstrate that farmer organizations have the capacity to turn around the fortunes of farmers and ensure increased incomes for individual farmers as well as increased foreign exchange earnings for the country. Ugacof has defined a gender policy allowing women to actively participate to all sustainability coffee projects as a strategic key partners. Ugacof is also focusing its efforts on the youngsters, aim being to develop their skills and knowledge and attract them to the coffee farming business. There is a strong belief that the youngsters will be the change catalysts to deliver profitable and sustainable growth.

We are currently recruiting 7 competent **Field Officers to fill positions in our project areas in Kayunga, Iganga, Kamuli, Buikwe, Mukono, Masaka, Kalungu and Gomba**. S/he will streamline the upstream supply chain, increase the quality and quantity of sustainable coffee.

Summary of the Role:

To strengthen the capacity of Producer Organizations and Farmer Groups in coffee farming business through good agronomic practices (GAP), community mobilization, quality improvement, value addition and marketing.

Key Responsibilities:

- Guide the producer organization (PO) and the farmer groups through the Farmer Field School (FFS) formalization process, i.e. establishing the FFS, leadership structure, constitutions, bye-laws, registration with the community development office.
- As the key resident resource person, conduct the regular FFS sessions on a weekly basis following the season long schedule.
- Carry-out ground working activities in preparation for the formation and registration of new and existing farmer groups and/or producer organizations.
- Conduct trainings in good agronomic practices (GAP), PHH and collective marketing techniques, Village Savings and Loan Association (VSLA) methodology, Coffee Certification, Farming as a Family Business (FAAFB) and/or entrepreneurship.
- Conducting field demonstrations for learning to include good quality coffee nurseries, coffee fields and tree nurseries.
- Training and mentoring gender change agents on joint planning and gender mainstreaming to ensure greater participation of women and the youth in the coffee chain.
- Liaise with the Field Supervisor in preparing the appropriate

training content and any other necessary backstopping requirements and maintain a regular exchange of information with them.

- Guide the Farmer groups and/or producer organizations to put in place and regularly monitor and update the appropriate records and reporting formats where necessary.
- Organize the field days as an integral component of the FFS learning process
- Training PO leadership and depot committees on their roles and responsibilities to have strong PO that are legally recognized self sustaining and independent.
- Ensuring that farmer groups carryout their business in a transparent and accountable manner.
- Prepare weekly, monthly and quarterly activity reports on the progress, challenges and status of the project implementation to the Field Supervisor.
- Perform other duties as may emerge from the project implementation

Qualification:

- Degree/Diploma in Agriculture, Forestry or a related field.
- A Post graduate qualification in a relevant discipline is an added advantage.

Experience: 2-3 years demonstrable experience in Agribusiness Company.

Key Performance Indicators:

- Number of potential farmers identified to participate in the project area responding to set criteria.
- Awareness of the farmer groups, the community and other stakeholders about the project, quality principles, practices and standards required.
- Accurate registration of farmers and inspection of the project guidelines
- Coverage of training topics to farmer groups
- Accurate documentation and filling of data required for the project
- On-time and accurate submission of weekly and monthly reports
- Farmers actively participating in VSLA's
- Gender Mainstreaming in Project Areas
- Work within agreed Project standards.
- Manage tasks and be responsible for reporting through project structures.
- Duties are carried out in a professional manner to a high standard with due care and attention to detail.

How to apply: If you feel you meet the above job requirements, send your applications to recruitment@ugacof.com not later than **27th January 2017**. Hand delivered applications will not be accepted.