**Agriculture – Field Officers (3 positions)**

**Job Advertisement**

JOB TITLE: Agriculture Field Officers (3Positions)

**REPORTS TO**: Agriculture - Fishing Coordinator

**WORK LOCATION**: South Department (St Louis du Sud, Cavaillon, Maniche & Arniquet), Haiti

**SCHEDULE:** 40-48 Hour per week

**CLOSING DATE :** February 9, 2023

World Relief (WR) is a global Christian Humanitarian and international non-governmental organization that brings sustainable solutions to the world’s greatest problem-disasters, extreme poverty, violence, oppression, and mass displacement. We partner with local churches and community leaders in the US and abroad to bring hope, healing and transformation to the most vulnerable. WR’s mission is to mobilize the church to serve the most vulnerable, and WR works through churches and other community groups in the areas of health and nutrition, agriculture, savings, water, sanitation and hygiene, and peacebuilding, both in relief and in development capacities. World Relief has been operating in Haiti since 1993.

**Position purpose :**

The Agriculture Field Offcer will oversee all field planning, coordination, management, designing, implementation and reviewing all Agriculture and fisheries, recovery and rehabilitation through the field team in the intervention area in accordance with relevant WRH Strategies, policies and standards.

***The key responsibilities of the role include the following but not limited to:***

* In collaboration with the Agriculture and Fishing Coordinator and the Community and Church Leaders, the Officer is responsible to implement, monitor, track and support the field facilitation and coordination of Community-Based Agriculture and Fisheries initiatives across the BHA Project intervention area
* Identify, monitor and track Community-Based Agriculture and Fisheries initiatives across the project intervention area
* Facilitate the project farmers and fishermen beneficiaries/associations or Cooperatives identification, training and inputs and tools distribution
* Monitor proper use of distributed inputs and appropriate implementation in respect to the guidance to rationalize the used tools and inputs and for a maximum production
* Conduct the development and maintenance of a database to track the project activity progress of these Community Based initiatives and to produce regular (Weekly and Monthly) summary reports of activities across the project area
* Facilitate the promotion and implementation of the long-term and medium-term outcomes of farming and fishing activities – Pathways to Change
* Monitor progress and identify and address critical issues in agriculture and fishery in a timely manner
* Facilitate and prepare regular assessments of progress of the Agriculture and fishing sector initiatives
* Initiate the application of the Haiti Framework for Action on Scaling up Community-Based Fisheries Management (CBFM)
* Lead the documentation and dissemination of progress, lessons, and case studies of the scaling-up and scaling-out of CBFM

**Unit leadership, administration, communication and staff supervision**

* Provide reporting details to the Agriculture and Fishing Coordinator for developing and reporting on the Section’s annual work plan
* Produces reports for all activities undertaken in the appropriate format for the activity
* Contributes to WRH Newsletter with project activities to strengthen the publication with updated and meaningful lessons and practices.

**Project Implementation, Monitoring and Evaluation**

* Work with the Agriculture Coordinator, Field M&E Officers and other partners on how to interpret and use data/findings to guide targeted interventions and decision making
* Work closely with the MEAL field officers to conduct routine surveys.
* Timely development of monthly, quarterly, semi-annual and annual performance reports and highlighting success stories arising from the field
* Represent the organization as required in field inter-agency and government coordination meetings and if possible initiate the coordination forum by liaising with other organizations working in the operational area where appropriate.
* Carry out any other task as requested by the supervisor

**Required Education Qualifications**

* Postgraduate qualification in coastal fisheries management or University degree in agriculture sciences /economics or equivalent
* Bachelor's degree in Agriculture development, Rural Development, Fishery, environmental or related studies.
* Knowledge of SPHERE and national quality standards
* Additional course or personal learning on community development, livelihood, Fishery, project and business management is an asset

**Relevant Experience**

* Minimum 3 years relevant work experience in the area of Agriculture, Food Security, fishery and at least 1 year in humanitarian setting.
* At least 2 years of direct relevant experience working and advising on community-based fisheries or community-based fisheries management
* At least 2 years of experience in staff management and project management
* Experience in capacity building for community own resource persons or community-based staff
* Experience in intervention projects with strong community involvement
* Experience in partner and stakeholder coordination
* Experience in designing and implementing social and behavior change communication

**Skills and competencies**

* Ability to observe and understand cultural and social contexts and reflect the understandings in programming
* Excellent analytical and report writing skills
* Strong community engagement and facilitation skill
* Ability to infuse positive energy to the team
* Attention to detail, keen at following procedures and meeting deadlines
* Ability to organize tasks simultaneously and prioritize work
* Strong verbal, interpersonal and written technical communication skills
* French and Creole languages proficiency: very good (writing, reading, and speaking) with the capacity to engage effectively with government, public and community audiences
* Excellent cross-culture communication and teamwork skills
* Strong interpersonal skills working with cross cultural and multi diverse teams
* Ability to build strong working relationships for partnerships
* Standards of Professional Conduct especially on integrity, service, and accountability

**Desirable**

* Knowledge of WR’s target areas in South & South East Departments and understanding of the humanitarian crisis in Haiti
* Experience working with fishing associations/cooperatives and other participatory approaches

**Technical expertise**

* Ability to interact well with the local authorities and communities in Haiti.
* Experience working with local non-governmental organisations, civil society organisations or other non-state actors
* Proven ability to facilitate stakeholder consultations to reach a workable solution
* Extensive experience of progressive responsibility for projects management in relevant field.
* Knowledge of Food security and livelihoods issues in emergency / recovery context.
* Skilled in designing projects related to food security, agriculture, income generation etc.
* Proven ability to work independently and as a team member.
* Ability to multi-task effectively as well as display professionalism and confidence.
* Ability to work under pressure, with short time frames, and in risky situations.
* Ability to travel to all field locations in South department and other hardship areas for project implementation.
* Able to visit and network with other sectors and partners
* Experience with training and mentoring counterparts and promotors
* Experience working with PC systems and MS Office/365 and Teams software

**Interpersonal skills and cultural awareness**

* Demonstrated capability for collaborating and working in an integrated programme involving colleagues from several different countries, cultures and academic backgrounds
* Understanding of current Haiti regional Agriculture and coastal fisheries administrations, and experience of working with gender, culture and human rights issues relating to coastal fisheries and communities

**Code of Conduct**

* Haiti is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants, or others, are treated with respect and dignity.
* We are committed to the core principles and take affirmative steps regarding the prevention of sexual exploitation and abuse and Persons Trafficking laid out by the UN Secretary-General and IASC. We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and adhere to the Haiti Code of Conduct Policies and values at all times.
* Team members are required to complete mandatory Code of Conduct e-learning courses upon hire and on an annual basis and to disclose all potential and actual violations of our Code of Conduct, which may include Conflicts of Interest, Fraud, Corruption, Discrimination or Harassment.

Together we can reinforce a *culture of respect, integrity, accountability and transparency as we move “Forward Together”*.

* For World Relief staff, strong commitment to the mission, vision, and values of World Relief is essential, and Christian faith is a prerequisite for employment, based upon United States federal guidelines provided in Title VII of the Civil Rights Act of 1964.
* World Relief is both an equal opportunity employer and a faith-based religious organization. This means that we conduct hiring without regard to race, color, ancestry, national origin, citizenship, age, sex, marital status, parental status, membership in any labor organization, political ideology, or disability of an otherwise qualified individual.
* The status of World Relief as an equal opportunity employer does not prevent the organization from hiring staff based on their religious beliefs, so that all staff share the same religious commitment.

**FEMALE CANDIDATES ARE ENCOURAGED TO APPLY!**

**HOW TO APPLY**

Please send your applications to the following email address: wrhadmin@wr.org with “**Agriculture Field Officers**" in the subject line. Attach the following documents: Cover letter, Curriculum Vitae, Degree & Certificates obtained.