|  |  |  |  |
| --- | --- | --- | --- |
| Job title: | **Enterprise Development Officer** | | |
| Job family: | The main purpose of this position is to help deliver SACU/ Ripple Effect 5 -year Master card Foundation funded project on Youth Inclusive Dairy Market support in South Western Uganda. Specifically, the Enterprise Development Officer will deliver SACU’s dairy value chain while ensuring that youth are at the center of business development, expansion and management with the objective of ensuring that youth get dignified employment.  This role will ensure the YiDAMs Livestock Extension Workers and Youth filed assistants as well as CBF ( village Agents, Community Animal Health Workers and Milk Collection Points Aggregators) have the capacity, confidence and expertise to deliver an inclusive dairy value chain. | | |
|  | | |
| Dept./Team: | Programmes | | |
| Reporting to: | Enterprise Development Officer. | Location: | South -Western |

|  |
| --- |
| Job purpose: |
| Provide oversight role at the district level. Facilitating market driven linkages between youth, vet input/output dealers/ MCCs, and other value chain actors by establishing business relationships and facilitating deals (both formal and informal). Providing technical backstopping for the CAHW, VAs, MCCs and the staff through knowledge transfer, mentorship and linking SMEs to BDS services providers |

* Leads YiDaMs Enterprise Development at District level.
* Coordinates technical support of Enterprise Development and Innovation response in all the district.
* Line manages, and motivates the district team to have business orientation in their day to day work.
* Follow up and track youth under apprenticeship and link them to employment opportunities.
* Provides direct level technical support to project teams.
* Builds the capacity of project field staff on Enterprise development, business incubation and management
* Mentor new staff on enterprise development approaches.
* Ensures that project team have and use training materials, tools and resources provided to implement and track project performance.
* Organize and train Trainer of Trainers programme for the project, both staff and community resource person.
* Work with the Project Manager for ICT linkages.
* Support the establishment, expansion and management of Incubation centers
* Support Linkages of groups to MCCs, MCP and other business development and support services
* Train and ensure that farmers are using improved production and management practices, inputs and technologies
* Ensure that groups, Milk collection center fully engaged in the development of plans, monitoring and reporting.
* Participate in orientation and mentoring of Community Facilitators (CF) to mobilize groups for trainings and other project engagements.
* Conduct review biannual meetings and joint stakeholder meetings.
* Compile and submit reports in a timely manner.
* Guide the planning and implementation of; marketing, information gathering, preparation of group business & action plans and establishment & strengthening of business linkages of the value chain actors
* Ensure good networking and collaboration relationships with line government ministries and agencies, local governments and other development partners in the project area.
* Conduct market system analysis
* Conduct beneficiary selection and capacity building to DLG staff, FOs, aggregators
* Participate in programme/project evaluations/assessments.
* Participate in data collection and submission
* Documentation of learning and best practices

|  |
| --- |
| Learning & skills |
| Bachelor’s Degree in Agriculture, business administration, agriculture economics, agribusiness, micro-finance and related fields with post graduate qualification in a related field. |
| Creativity & reasoning |
| The role requires a good experience in staff capacity building in enterprise development, business incubation, management and acceleration, understanding of youth skilling and programming and supporting linkages to private sector at project and at community level. There need for experience in service layering and ability to identify quality markets. |
| Communication & interaction |
| The role requires clear communication skills. One should be able to clearly communicate to the stakeholders the project goal and outcomes. He/she should be able to creatively prepare clear reports that show the project progress.  The role requires interaction with the implementing team, communities, private service providers and local government authorities. One should be a good team player, mentor and coach, and should have a high sense of performance tracking, leadership and be able to provide strategic direction and technical assistance to the team. One should be able to quickly learn the culture of the community to support their ability to interact. He/she should have a good problem-solving approach and conflict resolution at individual and community level |
| Stewardship |
| The role should have good level of computer literacy and demonstrated ability to capture data/information using different advanced computer software, produce computer-based reports, read and interpret monitoring data presented through spread sheets and interact and respond appropriately to other Ripple Effect countries through IT media |
| Judgements & actions |
| The role works within broad guidelines that include capacity building & networking among others and thus should be able to plan their time accordingly to ensure all areas are supported. The role involves high level of interaction with staff and other project actors for effective technical and advisory role.  One should be able to clearly judge impact and uptake of quality markets and linkages approaches among the community beneficiaries avoiding situations that create dependency among the project participants. Business models being promoted should be impactful and simple enough for communities to adopt. |
| Working environment |
| To enhance close supervision, the role requires presence in the field monitoring and building capacity up to 80% of the time and the rest would be consumed in building networks for purposes of targeting quality markets. Occasionally the role may be exposed to stressful conditions during travel in the field traversing the project area while providing supervision and other support. |

Key accountabilities:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Job Title: | Enterprise Development Officer | | |
| Contract Type: | Fixed term | Hours: | 40/week |
| Location: | South -Western | Days: | 5/week |
| Salary: | *To be determined* | | |
| Dept. / Region | Programmes Department | | |

  Role & Person Specification

   Organizational context

|  |  |
| --- | --- |
| Personal competencies and talents | Status |
| Education/Qualifications  Bachelor’s Degree in Agriculture, business administration, agriculture economics, agribusiness, micro-finance and related fields with post graduate qualification in a related field.  Experience   * Rich field and community development work experience with minimum of 6 years of supervising extension workers * Knowledge in extension services delivery * Experience in youth skilling and programming * Experience in business incubation and management * Experience in layering of services * Experience of preparing, monitoring and managing budgets and work plans * Staff Management experience * Knowledge of environmental good practice   Skills/Abilities   * Full and deep understanding of all technical aspects of the Ripple Effect programme * Strong people management ability * Numerate * Good communication and presentation skills * Report writing skills * Team player * Skills is computer applications such as word, excel, outlook and PowerPoint * Excellent interpersonal skills * Strong networking skills. * Able to participate on a practical level with government and other development partners   Personal Qualities  Have empathy with Ripple Effect’s Christian foundation and core values   * An initiator and self-driven * A team leader, builder and developer * A broad and mature thinker * A strategic thinker with an eye for detail * Creative and innovative * A team player. Flexible. * Understands the importance of confidentiality especially for data. | Essential |
| Postgraduate training in related field is an added advantage   * Experience in NGO work. * Experience in enterprise development, business incubation, management and acceleration * Experience in youth skilling and programming * Experience in agriculture value chain, dairy value chains, * Experience in research and development * Knowledge in extension services delivery * Ability to identify funding opportunities | Desirable |