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| Job title: | **Livestock Extension Worker** | | |
| Job family: | Frontline Extension Worker is charged with the responsibility of training youth groups in dairy production, support monitoring of groups at both household and milk aggregation points. S/he will provide technical assistance to the Community animal health workers (CAHW) to set up community pasture seed banks, promote the CAHW model amongst dairy farmers. Mentor the village agents (Vas) and milk aggregation points in business development | | |
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| Dept./Team: | Programmes | | |
| Reporting to: | Enterprise Development Officer | Location: | South -Western Uganda |

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| Job purpose: |
| Ensure successful delivery of the project, relationships with Farmer Groups, liaison with Project Partners and District Authorities, and oversight and provision of information to enable management of budgets, plans and donor contracts.  The Livestock Extension Worker should have a good overview of the breadth of the Send a Cow Programme, but will have a prime responsibility for the Livestock aspects of the project. |

Key Responsibilities:

* The Livestock Extension Workers role is to mobilize, profile and enroll youth into the project.
* Facilitate the establishment of sustainable community structures this will include, village agents, community animal health workers, milk aggregation point at subcounty and district level.
* S/he is tasked with the responsibility of training, coaching and mentoring of project participants.
* Support youth to model their business, develop business plans and facilitate business to business engagement.
* Provide business incubation mentorship to the village agent, community animal health workers, milk aggregation centers, production groups and support business start-ups.
* Assessment of youth and matching them to apprenticeship opportunities of their choice.
* Conduct monitoring of youth under apprenticeship and linking to employment opportunities.
* Mentor youth in value addition and product development
* Assess youth and mentor them to participate in innovation challenge model
* Support youth to access business development enterprises both financial and non-financial linkages.
* Implement programme interventions as determined by the Enterprise Development Office in line with the Project Plan and monitor progress and impact in the project.
* Compile and submit project and programme financial and narrative reports in a timely manner.
* Provide information as required to ensure effective management of donor contract against plan, budget and logframe, timely delivery of reports.
* Manage projects funds requests and accountability for the area of operation in accordance with project standards and budgets.
* Timely update of shared databases.
* Regularly monitor and assess the growth of the groups in line with SAC group development guidelines
* Ensure good networking and collaboration relationships with government and other development partners in the project area

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| Key accountabilities: | |
| 1. **Policies and Project implementation**  * Ensure all projects are being implemented in line with Ripple Effect Uganda’s Gender and Social Inclusion training manual, wider Ripple Effect policies and procedures, and according to Programme Management Guidelines. | |
| 1. **Capacity Building**  * Identify and facilitate implementation of appropriate strategies and tools to increase the capacity of staff, partners, and Community resource persons on all and any aspects of Gender and Social Inclusion approaches and Principles * Coordinate and mentor Community resource structures /persons individually, and as a group of specialised member volunteers. | |
| 1. **Project Development**  * Document and share best practices observed during project implementation, and support cross learning visits and experiential sharing among participating groups. Participate in community assessments, | |
| 1. **Monitoring, Evaluation, Accountability and Learning**   Participate in community assessments, surveys (base line, reviews and project end surveys) and conduct field visits at least 50% of the time in order to ensure adoption of trainings conducted, monitor the youth under different interventions, collect, clean and submit data in relation to the activities implemented. | |
| 1. **Timely reporting**  * Document and share success stories and case studies and all learning points, technical review of other team members’ submissions of the same * Write reports and submit to the Enterprise Development Officer at District level. * Keep district and project team and country level management informed of changing context, issues and concerns relevant to project activities and programme approaches. |
| 1. **Fundraising and Representation**   - Participate in and contribute towards Ripple Effect fundraising activities |
| 1. **Networking**  * Strengthen Ripple Effect collaborative partnerships and linkage with any other NGOs, private sector and service providers in supporting and addressing farmers’. |

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| Learning & skills |
| Bachelor’s degree in veterinary medicine and or Animal production and management. Bachelors and Diploma in Agriculture with a bias in livestock. 4- 5 years in experience in community training. |
| Creativity & reasoning |
| The role requires a good understanding of diary value chain, mobilizing youth to engage in youth dairy value chain. Practical experience in implementing skilling initiatives and supporting communities to start, manage and grow their IGAs. |
| 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, and local government authorities. 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 in closing gaps identified. |
| 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 employment opportunities along the value chain. |
| Working environment |
| To enhance close supervision, the role requires presence in the field monitoring and building capacity up to 90% of the time. 10% of the time will be used for purposes of reporting.  Occasionally the role may be exposed to stressful conditions during travel in the field traversing the project area while providing supervision and other support. |

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

**Role & Person Specification**

**Organizational context**

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| **Personal competencies and talents** | **Status** |
| **Education/Qualifications**  Bachelor’s degree in veterinary medicine and or Animal production and management. Bachelors and Diploma in Agriculture with a bias in livestock.  **Experience**   * 4- 5 years in experience in community training. * Field development experience involving application of livestock management methodologies * Knowledge in extension services delivery * Experience of monitoring and managing budgets and work plans * Knowledge of environmental good practice * Practical experience in implementing value chains. * Experience of organizing and conducting trainings and workshops at different levels * Experience in a number of different approaches to extension and use of media for community learning * Experience in youth skilling and business start -up, mentorship and acceleration   **Skills/Abilities**   * Strong leadership ability * Excellent communication skills * Good presentation skills * Report writing skills * Excellent interpersonal skills * Strong networking skills. * Able to participate on a policy level with government and other development partners * Ability to identify funding opportunities   **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 project management or M& E or any related field.   * Experience in NGO work. * Ability to build high quality group dynamics * Ability to manage conflict and deal positively with setbacks. * Experience in NGO work. * Community development experience * Knowledge in extension services delivery * Youth programming and skilling experience | Desirable |