



## COFFEE AGRI-BUSINESS OFFICERS NEEDED

**Job Title:** Coffee Agri-business Officer

**Project:** She Works Project

**Location:** Western Uganda (Rwenzori, Albertine and Kigezi regions)

**Available opportunities:** (2)

**Start date:** May 2026

### Organisational setting

Integrated Seed and Sector Development Uganda (ISSD Uganda) is an independent local NGO in Uganda, which aims to be a leading agricultural development organization in fostering resilient seed and food systems for sustainable agricultural production. ISSD Uganda builds on the impactful outcomes and experiences of the successfully implemented seed projects that focused on; seed sector transformation; capacity building and knowledge transfer; partnerships and sector coordination, as well as supporting fragile communities including refugees. Over the years, ISSD Uganda development work has evolved to multiple sectors including skilling for decent livelihoods in various agricultural value chains, Tourism and hospitality

Our priority target groups include women, youth, refugees, internally displaced persons, smallholder farmers and MSMEs. These are supported through programs codesigned to improve livelihoods, food security, and the economic independence of smallholder farmers and agripreneurs.

### Project Overview

The Empowering Young Women Entrepreneurs in Agriculture stimulated by Coffee (EYE-C) program aims to create dignified and sustainable work opportunities for young women (18–35) in Uganda. Implemented by a consortium of aBi Development, Café Africa, and the International Women in Coffee Alliance, together with cluster partners, the program focuses on the coffee value chain and complementary enterprises such as horticulture, pulses, poultry, banana, apiary, and briquettes. It also promotes inclusion of young women with disabilities and supports women-led MSMEs.

The EYE-C She Works Project is a cooperative-based initiative operating in Kigezi, Rwenzori, and Albertine regions. It equips young women with skills for employment, entrepreneurship, and income generation. By strengthening agricultural practices, promoting farmer groups, and improving access to markets, the project empowers women to increase incomes and enhance their decision-making power within households and communities.

### Position Overview

ISSD Uganda is seeking dynamic and experienced Gender-Oriented Coffee Agribusiness Officers to support the implementation of **She Works Project** activities at the field level. Serving as the primary point of contact for women coffee farmers and their groups, the Officer will provide technical agronomic support, facilitate gender-transformative trainings, mobilize and strengthen women-led farmer organizations, and monitor project progress. This role requires passion for agriculture, strong expertise in the coffee value chain, and a deep commitment to advancing gender equality and women's economic empowerment within the sector.

## **Main Duties & Responsibilities**

### **Engagement of Female Youth in Project Activities**

- Conduct household and community engagements to sensitize and create awareness about the EYE C She works project for by-in and mass mobilization campaign.
- Work with other project stakeholders to mobilize & onboard vulnerable female youth following clear selection criteria ensuring that at least [95%] of project direct beneficiaries are young women and that women have meaningful participation in all project activities.
- Support Career readiness sessions of on-boarded young women cohorts.
- Support young women coffee entrepreneurs to join cooperatives, access bundled services and production resources

### **Technical Support and Skills Development**

- Support implementation of the Tripple Helix Model for young women entrepreneurs to access bundled services and finance.
- Work with EYE-C & cluster partners to support cohort skilling activities
- Provide on-farm technical guidance and training to young women coffee entrepreneurs on Coffee production with critical focus on Rejuvenation & Rehabilitation (R&R), coffee value addition, quality control and marketing.
- Ensure training materials and methods are gender-sensitive, accessible, and culturally appropriate for women farmers with varying levels of literacy.
- Mobilize young women to up take coffee production & support wide roll out of R&R
- Support organizing skilled farmer service providers into Custom Agronomy Work Companies (CAWs)
- Support skilled young women work based learning placements, monitoring & competency assessments.
- Support Business Development services & cooperative strengthening for participating cooperative cluster Partners.
- Support development of women tailored financial products, promote accessibility & financial literacy

### **Gender Empowerment and Social Inclusion**

- Work closely with partners to actively identify and address gender-specific barriers that limit women's participation and productivity in the coffee value chain at household, community & cooperative level.
- Work closely with partners to facilitate gender awareness and sensitization sessions for both men and women in the community to promote shared decision-making and equitable workload distribution.
- Work closely with partners to facilitate male engagement strategies to promote supportive household and community dynamics.
- Mentor and empower women leaders within farmer groups to enhance their confidence and leadership skills.
- Promote equitable participation of People with Disabilities in the EYE-C She Works project activities

### **Safeguarding and Gender-Based Violence (GBV) Risk Mitigation**

- Adhere & Integrate safeguarding, GBV risk mitigation and management measures into project implementation.
- Promote safe skilling & working environment for young women on the project.
- Promptly Report safeguarding concerns & cases during implementation

## **Data Collection, Monitoring, and Reporting**

- Collect, compile, submit accurate and timely data on project activities, including farmer registration, training attendance, adoption rates, and yield data.
- Conduct regular field monitoring visits to track progress against project indicators and document success stories, lessons learned, and best practices.
- Prepare and submit regular field reports (weekly, monthly, quarterly) to the Project lead.
- Document best practices, success stories and lessons learned from project implementation
- Ensure project data protection.
- Assist in the baseline and endline surveys and other project evaluations carried out by the donor.

## **Stakeholder Collaboration and Coordination**

- Strategically engage with local leaders, youth leadership structures, cooperatives, private sector actors on the implementation of project activities.
- Work closely with EYE-C & cluster partners to ensure smooth project implementation.
- Collaborate closely with local government extension officers, community leaders, and other projects in the sub-regions to avoid duplication and ensure synergy.
- Identify and build relationships with potential coffee buyers, input suppliers, and financial institutions to benefit the project farmers.

## **Qualification & Experience**

- Bachelor's degree in social works & social administration, Community Development, Agriculture, Agribusiness, Crop Science, or a related field from a recognized university.
- At least three (3) years of hands-on experience in agricultural extension work, community development and cooperative strengthening.
- Working experience in the coffee value chain is MANDATORY.
- Experience in informal & formal skilling is MANDATORY.
- Proven experience working with women's groups and implementing gender-focused or women's empowerment projects is MANDATORY.
- In-depth technical knowledge of coffee value chain & coffee agronomy (Robusta and/or Arabica)
- Strong facilitation and training skills, with the ability to adapt content for diverse audiences.
- Excellent report writing and documentation skills.
- Proficiency in computer applications (MS Word, Excel, PowerPoint).
- Fluent in English and at least one major local language spoken in the project area
- Strong interpersonal, teamwork and communication skills.

## **How to apply**

Interested and qualified candidates are encouraged to apply for this job by emailing your cover letter and CV maximum 4pages to [hr@issduganda.org](mailto:hr@issduganda.org), while indicating the job title in the email subject not later than **5<sup>th</sup> May 2026 at 5:00pm EAT**. For more details visit the ISSD Uganda website via: [www.issduganda.org](http://www.issduganda.org). *Only shortlisted candidates will be contacted. Applications will be reviewed on a rolling basis.*