



JOB Advert

POSITION TITLE: **Agribusiness Manager**

DUTY STATION: **Kampala**

ORGANISATIONAL UNIT: **Administration**

DURATION: **Fixed Term: 1 Year Renewable**

Foundation Seed Enterprise: The Integrated Seed Sector Development (ISSD) Plus project in Uganda sought to partner with NARO Holdings Ltd (NHL); a business wing of the National Agricultural Research Organisation (NARO) to establishing a Foundation Seed Enterprise (FSE) for legumes as a social enterprise based on a cost recovery basis. The FSE shall operate as a semi-autonomous entity within NHL with its own board of trustees and technical team. FSE is designed to run as a social enterprise delivering quality foundation seed of legumes and cereals (millet and sorghum) as demanded by seed growers on a cost recovery basis. NHL has established a seed farm in Kigumba, Masindi district to aid the operation of the FSE. The sustainability of the seed value chain is dependent on a robust business development portfolio which can create a sustainable market outlet for foundation seed. This function will ensure that the product development is aligned to the consumer needs and consequently the market needs. The higher goal of the foundation seed enterprise is to increase food security of smallholder farmers through availing sufficient volumes of quality foundation seed of open pollinated varieties of food crops. The foundation seed enterprise will work towards enhancing access to adequate quality foundation seed by seed multipliers

Wageningen UR Uganda Ltd is the institution implementing ISSD Plus project in collaboration with the National Agricultural Research Organisation (NARO) for public varieties and food crops and private sector for vegetable seed. It works on processes of innovation and change through facilitating innovation, brokering knowledge and supporting capacity development. Wageningen UR Uganda is part of Wageningen University and Research, under the unit Centre for Development Innovation. Wageningen UR Uganda is implementing a 4 year ISSD Plus project funded by the Embassy of the Kingdom of the Netherlands, Kampala. The programme aims to strengthen the development of a vibrant, pluralistic and market-oriented seed sector that is able to address key challenges that hamper the seed sector development such as seed quality assurance and availability of foundation seed.

NARO The National Agricultural Research Organisation (NARO) is the apex body for guidance and coordination of all agricultural research activities in the national agricultural research system in Uganda. NARO is a Public Institution established by an act of Parliament, which was enacted on 21st November 2005. NARO comprises of the council as its governing body, committees of the council as its specialized organs, a secretariat for its day-to-day operations with the semi-autonomous public agricultural research institutes under its policy guidance. Its functions include

- Providing strategic direction for publicly funded agricultural research in Uganda and act as a forum for agricultural researchers in Uganda.

- Setting national priorities and harmonize agricultural research activities of the national agricultural research system, constituent institutions and public agricultural research institutes, civil society organizations, private sector and farmer organizations, and promote delivery of quality and efficient agricultural research services.
- Providing policy guidance to local governments on matters relating to agricultural research in collaboration with other relevant agencies.
- Carrying out monitoring and evaluation of national agricultural research programmes, projects and activities to ensure adherence to the set work plans, standards and regulations.

NARO Holdings Ltd (NHL) was established by the National Agricultural Research Council and incorporated in Uganda as a Limited Liability Company. It is a holding company of all NARO business and investment undertakings in its areas of mandate. The company's main objective is to generate income to support sustainability of agricultural research in Uganda. The core functions of the company include:

- Developing, managing and governing NARO's commercial investments
- Enhancing transfer of NARO technologies.
- Supporting NARO endowment fund to augment funding for agricultural research.

Job Summary An agribusiness manager is a manager who oversees the whole business from planning (annual and long-term) to implementing activities for the business' success, forecasting how much of which crop varieties to produce and sell. The Agribusiness manager scans the environment, analyses and develops marketing strategies. S/he proposes staffing needs and coordinates the hiring process. S/he establishes and maintains a database for the tracking, tracing and informing on the FSE business. S/he mentors the workers of the enterprise and perform some of the farm duties.

Reporting lines The Agribusiness manager shall report to the Chief of Party ISSD Wageningen UR Uganda.

Job Purpose: The Manager supports the Steering Committee in its management and representation role, particularly as concerns relations with key actors.

Specific duties

- Spearhead development and implementation of the FSE's foundation seed production and marketing strategy and guidelines to operationalise the business plan.
- Prepare annual and quarterly workplans that reflect forecasts of production and marketing targets by crop varieties.
- Spearhead development and implementation of a framework for monitoring and evaluation of the FSE business.
- Conduct periodic business analyses to determine progress
- Determine profitability and sustainability potential of the FSE (e.g. gross margin and profit analysis, return on investment, risk analysis).
- Develop tools for market analyses and FSE intervention design (approach), and conduct the market analyses plus implementing the designed interventions.
- Provide support to the steering committee in undertaking its core duties.
- Identifying strategic actors and fostering partnerships for business and other opportunities to support the FSE agenda.

- Establish and maintain a database of FSE business records that enable tracking, tracing and informing decisions and disseminating public information.
- Lead the developing of a FSE website and, online foundation seed pre-booking system.
- Advise on staffing requirements coordinate the recruitment process, and supervise and mentor the staff.

Qualification and experience Requirements

1. The applicant's must have an agriculture background, preferable as a first degree (crop science major), and a Masters in any of the following: agricultural economics, agri-business, marketing or business administration.
2. A minimum of five (5) years' experience in agri-business development, preferably in seed production, marketing and management.
3. Demonstrated capacity to work with seed sector players.
4. Familiarity with commonly used tools for market analysis and program design.
5. Experience with externally funded development programmes would be desirable, preferably in market-oriented projects
6. Experience in facilitating multi-stakeholder engagements.
7. Ability to use key computer packages such as Ms word, Excel, PowerPoint, Access, and basic data analysis packages.

Skills

1. Good communication skills, both written and oral.
2. High moral integrity
3. Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
4. Ability to lead formulation of strategies and their implementation
5. Excellent presentation skills
6. Ability to work with minimum supervision
7. Ability to work in multi-disciplinary teams

More information about ISSD and the position visit our website: www.issduganda.org. Shortlisting will take place continuously until the position is filled. Deadline for application is not later than **9th February 2019**. Interested candidates can send their application letter and CV (max. 3pages) to hr@issduganda.org. **Please DO NOT attach certificates or academic qualification.**