

Junior Expert (JE) Job description

I. DESCRIPTIVE PART OF THE JOB

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| Application date | 20 September 2022 |
| Job title | Junior Expert in Agribusiness Development |
| Junior Expert | <input checked="" type="checkbox"/> European <input type="checkbox"/> National |
| Main job domain (sector of activity) | Agriculture, Agribusiness, economic development, new technologies |
| Job holder (name of JE) <i>(to be filled in after the selection of JE)</i> | |
| Job holder's (JE's) Signature + date <i>(to be filled in after the selection of JE)</i> | |

| General information | | | |
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| Enabel or NGA Project/programme | <input checked="" type="checkbox"/> Enabel | If Enabel: Navision code | MOZ1503411 |
| | <input type="checkbox"/> NGA | If NGA: NGA name | |
| Full denomination of the project/programme | Renewable Energy for Rural Development PHASE 2 (RERD2+) - solar irrigation component: productive use of renewable energy | | |
| Project/programme 's location | Mozambique | | |
| Duty station of supervisor | Maputo, Mozambique (With frequent duty travel to Manica and Zambezia provinces) | Duty station of JE | Chimoio, Manica Province, Mozambique (with frequent duty travel to Zambezia province and Maputo) with a National TA |
| JE will be assigned to | <input checked="" type="checkbox"/> Project/programme | <input type="checkbox"/> Representation (Enabel)/Country Office (NGA) | |
| Project duration (dd/mm/yy) | Start date: | 01/01/2021 | Expected starting date for the job (dd/mm/yy): |
| | End date: | 15/03/2025 | |
| Requested JE contract duration | <input type="checkbox"/> 1 year | <input checked="" type="checkbox"/> 1 year with possible extension | |

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| 1. Context of project | <p>The Government of Mozambique and Belgium have been working together in the fight against poverty since 2001, when several provinces were affected by flooding. Many efforts are made to improve access to resources, infrastructure and services, in particular in the most vulnerable rural areas.</p> <p>The Belgian Development Agency Enabel is currently implementing the second phase of the Renewable Energy for Rural Development Programme (RERD2). A 10M€ envelope was recently added to the programme (introducing the Solar Powered Irrigation Systems component) to complement existing investments and capacity building activities focussing on renewable energy and productive water utilisation for irrigation purposes in the provinces of Manica and Zambezia. The overall objective of the RERD2+ programme is to contribute to rural economic and social development through increased access and sustainable utilisation of renewable energy solutions.</p> <p>The Solar Powered Irrigation Component seeks to promote the productive utilisation of renewable energy solutions (solar) for agricultural irrigation in Manica and Zambezia provinces. Working closely with public and private stakeholders, the irrigation component promotes demand activation, installation, sustainable operation and maintenance of solar powered irrigation solutions as a strategy for agriculture commercialisation and deepening community resilience to climate change.</p> <p>The solar powered irrigation component supports three categories of beneficiaries (small, medium and large-scale entrepreneurial farmers). The programme anticipates that some of these farmers will be organised in outgrower schemes through initiatives driven by public and private actors.</p> <p>Solar powered irrigation systems represent a relatively new technology in Mozambique which still requires better understanding by all actors in the value chain. In this respect, RERD2+ is investing in enhancing skills development in the sector through tailored training courses (delivered in partnership with tertiary education and vocational professional institutions) and exchange visits designed to promote peer learning. The programme also supports the promotion of an enabling environment for the sector through regular multi-stakeholder dialogue events (at all levels) and the generation of evidence to guide policy development and implementation, mainly through technical studies and sector reviews. Enabel champions the programme delivery working in close collaboration with the National Irrigation Institute (INIR). The programme is scheduled to end in March 2025.</p> |
| 2. Objectives of project | <p>General Objective: To contribute to rural economic and social development by increased sustainable access to energy.</p> <p>Specific Objective: Increase access to energy in rural areas by investments in renewable energy systems and in support mechanisms to ensure sustainability.</p> |
| 3. Beneficiaries of project | <ul style="list-style-type: none"> • Small scale farmers: 0 – 5 Hectares of irrigated land • Medium scale farmers: 5 – 20 Hectares of irrigated land • Large scale farmers: Above 20 Hectares of irrigated land |
| 4. Main activities of project | <ul style="list-style-type: none"> • Conduct demand activation and awareness creation to ensure that solar powered irrigation systems are adopted for productive use (irrigation for agriculture) by farmers in Manica and Zambezia provinces. • Develop the technical and financial capacities of farmers, institutional partners and market actors for a sustainable use of solar powered irrigation systems. • Support initiatives to foster an enabling environment for private and public investments in the irrigation sector. |

| Position of the JE within the organisation | |
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| <p><i>The JE depends hierarchically on the supervisor (N+1). Besides the supervisor, one or more resource persons for technical support of the JE may be appointed in case the supervisor does not have the same technical background as the JE. If this person is already identified, please indicate below.</i></p> | |
| Supervisor's name, job title & background | <ul style="list-style-type: none"> Nephas Munyeche, Rural Development Expert Agribusiness specialist with more than 20 years' work experience acquired in more than 10 sub-Saharan African countries. |
| Resource person(s) for technical support's name, job title & background | <ol style="list-style-type: none"> Arlindo Macie – Agronomy Specialist / Agroecology based in Chimoio, Manica province Sergio Seventine – Irrigation Expert based in Quelimane, Zambezia province Mark Hoekstra – RERD2+ Intervention Manager (Human Geographer, Rural Development Specialist) based in Maputo Honorario Ubisse – Monitoring, Evaluation and Learning Officer based in Maputo |
| <p>For Enabel JE, the follow-up will be assured by a Junior Programme Project Officer.</p> | |
| For NGA JE: name & job title of the contact person from NGA headquarters that will assure the follow-up | |

| JE – Job description | |
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| Job objective | |
| <p><i>Explain in one concise sentence the purpose of the job. What real need does this job fulfil? What's the added value of the job?</i></p> | |
| <p>A Junior Expert (JE) is sought to enhance the commercial performance of solar powered irrigation schemes that will be established with support from the RERD2+ programme. Enabel considers the commercial viability of established irrigation schemes (through strategic market linkages for supply of output produce) as critical to protect farmers income, a return on their investments and their long-term capacity to operate and maintain the solar powered irrigation systems (SPIS). The required JE will be based in Chimoio, Manica Province and will have regular travel to Maputo and Zambezia province.</p> <p>The JE will particularly support the development and implementation of business plans (at the irrigation schemes) and promote the competitive participation of beneficiary farmers in agribusiness markets that have capacity to generate adequate financial incentives for the long-term sustainability of established irrigation schemes.</p> <p>The scope of this position entails:</p> <ul style="list-style-type: none"> Collection of strategic market intelligence to guide farmer production and marketing strategies Supporting RERD2+ supported farmers to develop and implement viable business models/plans that are linked to their solar powered irrigation systems Training farmers on farming as a business including provision of basic financial literacy education. Knowledge management including reporting of performance, emerging learning and innovations. | |

| Result Areas | | |
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| Result area n°1 | | Time in %: |
| | | 20% |
| JE's role | Secure (and disseminate) strategic market intelligence on agribusiness opportunities that can be of benefit to RERD2+ supported farmers. | |
| JE's responsibility | Conduct periodic agribusiness market assessments to facilitate the identification of critical market positioning information including strategic partnerships | |
| In order to... | Ensure that farmers supported by RERD2+ have adequate market intelligence to guide their production and marketing decisions/strategies. | |
| Most important tasks | <ul style="list-style-type: none"> Identify value chains that provide competitive benefit to RERD2+ supported farmers. Identify viable markets including their requirements (e.g., produce volumes, quality standards and consistency of supply) that can profitably benefit RERD2+ supported farmers. Facilitate strategic partnership formation with public and private stakeholders (including outgrower schemes) that can be of benefit to RERD2+ supported farmers. | |
| Expected outputs | <ul style="list-style-type: none"> Market data on various agribusiness value chains Crop specific production and profitability statements to guide farmer production and marketing decision making processes. Key partnerships with public and private stakeholders which position favorably RERD2+ supported farmers to secure benefit from input, output, and service markets. | |

| Result area n°2 | | Time in %: |
|-----------------------------|---|-------------------|
| | | 55% |
| JE's role | Support RERD2+ beneficiary farmers to develop and implement viable agribusiness plans linked to their Solar Powered Irrigation Systems | |
| JE's responsibility | Provide technical assistance to RERD2+ supported farmers to ensure that their business plans are informed by credible market data (intelligence) and that they are feasible and positioned to generate meaningful financial benefit/profit. The JE is required to provide basic financial literacy education particularly to small scale farmers to enhance their skills to make solid business decisions. | |
| In order to ... | Ensure that farmer business activities linked to their solar powered irrigation systems remain vibrant and commercially sustainable in the long term. | |
| Most important tasks | <ul style="list-style-type: none"> Provide technical backstopping to support farmers to develop their business plans. Provide basic financial literacy education (e.g., product pricing, profit calculation, importance of financial savings) to enable RERD2+ supported farmers to make sound business decisions. Promote collective actions by farmers through technical backstopping for win – win scenarios in strategic partnership alliances. Support development of systems for business performance tracking including basic financial accounts and business governance (e.g., division of roles and responsibilities between farmer group members, dispute resolution and equitable sharing of profits). | |
| Expected outputs | <ul style="list-style-type: none"> Viable Business Plans for RERD2+ supported farmers linked to their Solar Powered Irrigation Systems | |

| Result area n°3 | | Time in %: | 20% |
|-----------------------------|---|-------------------|-----|
| JE's role | Share emerging knowledge linked to commercialisation of solar powered irrigation schemes | | |
| JE's responsibility | Develop and present emerging learning content to internal and external stakeholders | | |
| In order to ... | Influence change and practices within the SPIS sector as well as to increase the visibility of the RERD2+ programme | | |
| Most important tasks | Generate periodic reports on intervention activities Generate content for possible publication and/or presentation to sector wide SPIS stakeholders in Mozambique | | |
| Expected outputs | At least 2 learning products on commercialization of solar powered irrigation schemes developed and shared with the Public and Private Sector Stakeholders in Mozambique working in the Solar Powered Irrigation Sector | | |

| Result area n°4 | | Time in %: | 5% |
|-----------------------------|---|-------------------|----|
| JE's role | As a Junior Expert | | |
| JE's responsibility | In consultation with the Junior Programme, take initiatives and/or respond to requests for global citizenship actions. | | |
| In order to ... | raise awareness of global citizenship among the Belgian population | | |
| Most important tasks | <ul style="list-style-type: none"> ○ Suggests and implements own initiative to make certain aspects of global citizenship known to the Belgian public (podcast, video, action, event...) ○ Support to an already existing initiative in the field of global citizenship (e.g., of Enabel, a Belgian or local NGO,) ○ Any other global citizenship activity requested or approved by the Junior Programme. | | |
| Expected outputs | <ul style="list-style-type: none"> ○ 1 global citizenship initiative finalised and/or supported per year ○ Possibly other individual awareness-raising activities (e.g., photo exhibition, video, educational kit, games, testimonies, ...) | | |

| JE's contribution to the Junior Programme priorities | |
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| Innovation | |
| <i>What space does the function offer for experimenting with innovative tools/approaches? E.g. action research, testing & roll-out of new technologies, etc.</i> | |
| JE's role | The JE will contribute towards an in-depth review of the viability of solar powered irrigation systems as a new technology for promoting commercialisation and deepening community resilience in the agriculture sector in Mozambique |
| JE's responsibility | Support performance reviews of assorted SPIS linked commercial models to determine factors leading to varying outcomes achieved by RERD2+ |
| In order to ... | <ul style="list-style-type: none"> • Determine if SPIS are a technology that can drive farming as a business in Mozambique • Determine which models are most successful in commercialisation efforts and the supporting rationale • Determine if SPIS promote increased community resilience to climate change |

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| Most important tasks | <ul style="list-style-type: none"> Develop tools for the development and operationalisation of farmer business models linked to SPIS Produce periodic reports to capture intervention performance and emerging learning. |
| Expected outputs | At least 2 learning products on commercialization of solar powered irrigation schemes (embedding resilience) developed and disseminated |

| Capacity building | |
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| <i>How will the JE contribute to the capacity building of the local partners, of the hosting partner team, etc? Will (s)he have the possibility to work in pairs with a young local professional?</i> | |
| JE's role | <p>The JE will mentor farmers on sound business practices including opportunity market reviews, market penetration, troubleshooting and positioning for long term benefit and sustained success.</p> <p>The JE will also have the privilege to work closely with the RERD2+ Monitoring, Evaluation and Learning Officer, Irrigation and Agronomy Experts providing a rich platform for fusion of multi-integrated themes.</p> |
| JE's responsibility | The JE will be expected to conduct various trainings on a range of topics including financial literacy for farmers business anchoring. |
| In order to ... | Improve farmer decision making and commercial performance of their business models linked to SPIS |
| Most important tasks | <ul style="list-style-type: none"> Develop training content for assorted business development topics. Conduct trainings in line with approved training manuals |
| Expected outputs | Quarterly farmer training events conducted on a range of business development topics. |

| Requested profile | | | |
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| Required training/degree for the job <i>> Remark : will be eliminatory on CV for the candidates. Be complete & specific, please.</i> | <input checked="" type="checkbox"/> Agronomy/ <input type="checkbox"/> Bio-engineer <input type="checkbox"/> Biology/ <input type="checkbox"/> Environment <input type="checkbox"/> Geography <input type="checkbox"/> Civil/industrial/ <input type="checkbox"/> electrical engineer/ <input type="checkbox"/> Architect <input type="checkbox"/> ICT/NTIC <input type="checkbox"/> Mathematics/ <input type="checkbox"/> Exact sciences <input type="checkbox"/> Law/Criminology | <input type="checkbox"/> Political sciences/ <input type="checkbox"/> International relations/ <input type="checkbox"/> Diplomacy <input type="checkbox"/> Sociology/ <input type="checkbox"/> Anthropology/Social work <input type="checkbox"/> Psychology <input type="checkbox"/> History/Philosophy/ <input type="checkbox"/> Art/Religion <input type="checkbox"/> Educational sciences <input type="checkbox"/> Human resources <input type="checkbox"/> /Organizational <input type="checkbox"/> development | <input checked="" type="checkbox"/> Economy/Commercial <input type="checkbox"/> engineer/Marketing <input type="checkbox"/> Communication/Public <input type="checkbox"/> relations/Journalism <input type="checkbox"/> Languages/Philology <input type="checkbox"/> /Translator <input type="checkbox"/> (Bio/Para) medical sciences <input type="checkbox"/> Public health <input checked="" type="checkbox"/> Development studies <input type="checkbox"/> All profiles <input checked="" type="checkbox"/> Others and/or details (if needed): Business studies, Agribusiness development, Value chain development |
| | Necessary specific knowledge for the job <i>> Remark : will be eliminatory on CV for the candidates.</i> <ul style="list-style-type: none"> If Agronomy, no additional knowledge requested If other diploma: shown experience OR additional certificate/diploma in agronomy is requested Experience of work with farmer groups | | |
| Language skills <i>> Indicate which language skills are essential or preferable for the job with possible comments on the expected level of knowledge and/or an argumentation.</i> | Languages | Knowledge | Comments |
| | English | <input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable | |
| | Portuguese | <input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable | The JE is encouraged to learn Portuguese ASAP to facilitate full embedding with the programme activities |
| | French/Dutch | <input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable | Level A2 |

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| Preferred assets for the job > Remark : will <i>not</i> be eliminatory on CV for the candidates. | <ul style="list-style-type: none"> Ability to work with various stakeholders in a support function and under supervision. Dynamic, good team player, able to work in multi-cultural environment and establish good working relations with colleagues, local partners and programme beneficiaries. Knowledge of how private sector driven agribusiness markets function | | | |
| Driver's licence for motorcycle & car | Motorcycle | <input type="checkbox"/> Essential | Car | <input type="checkbox"/> Essential |
| | | <input checked="" type="checkbox"/> Preferable | | <input checked="" type="checkbox"/> Preferable |

| Country context information | |
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| Living conditions | |
| Capital / rural area | Provincial Capital |
| Security context | Relatively safe environment when taking basic safety measures |
| Access to services | Yes except for drinking water from the tap and reliable public transport |
| Isolation / social life | Not isolated |
| Location suited for families (with children) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Other useful observations? | |
| Work context & conditions | |
| Work location | Chimoio, Manica Province, Mozambique |
| Field exposure? <i>(Direct contact with beneficiaries & local reality, frequency field missions,...)</i> | Predominately, as the work requires regular travel to farmers locations in rural provincial settings. |
| Accessibility of the supervisor | The supervisor is based in Maputo but makes regular visits to the project in Chimoio |
| Teamwork / isolated work | Teamwork |
| What transport arrangements will the project consider in order to insure the JE's professional travels/journeys? | <input type="checkbox"/> Motorcycle from the project at disposal of the JE <input checked="" type="checkbox"/> The car with driver can be used for work when required <input type="checkbox"/> Local transport? What?: <input checked="" type="checkbox"/> Other, please specify: Flights |
| What transport arrangements will the JE consider in order to ensure his/her private travels/journeys? | <input type="checkbox"/> Motorcycle <input checked="" type="checkbox"/> Car <input checked="" type="checkbox"/> Local transport? What? Local buses available but not recommended (unsafe, overcrowded, irregular) <input checked="" type="checkbox"/> Other, please specify: To move around, having a car is not necessary. For private travels it is better to have a car (4x4). Buses can be used but are time consuming and unreliable |
| Other useful observations? | |