

# JOB PROFILE

How to Apply for this Job



## Background on Tearfund

**Who we are:** We are a Christian organisation partnering with the local church wherever possible to see change in the lives of those in greatest economic need. We believe poverty is caused by broken relationships with God, others, the environment and ourselves, and working to see those relationships restored is key to how we work. We want to see change that is economic, material, environmental and spiritual. See: Tearfund's [Theology of Mission](#)

**Our vision:** To see people freed from poverty, living transformed lives and reaching their God-given potential

**Our mission:** We follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty

**Our values:** We aspire to be courageous, truthful, compassionate, servant-hearted and Christ-centred

*Relevant scriptures include: 2 Cor. 5:8-11, James 3:18, Romans 8:18-25, Philippians 4:7, John 10:10, Luke 4:16-21 and Micah 6:8*

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## Tearfund's Application Process

All applications need to be completed online using our online registration form. As you progress through your application, please ensure that you save each section.

If after reading through this Job Profile, you have any questions or want to find out more about our recruitment process, please do not hesitate to contact [recruitment@tearfund.org](mailto:recruitment@tearfund.org).

In this Job Profile pack we've included a full Job Description as well as a Person Specification. Please ensure that your application clearly shows how your skills and experience meet the requirements for this post.

## Job Profile

<b>Job Title</b>	Agriculture and Livelihoods Technical Advisor
<b>Group</b>	International Group (IG)
<b>Team</b>	International Group (PQT)
<b>Location</b>	East and Central Africa region, Ethiopia, Addis Ababa
<b>Responsible to</b>	Agriculture and Livelihoods Lead Technical Advisor

### Background:

Canadian Foodgrains Bank is a partnership of 15 church and church-based agencies working together to end global hunger. We support programs implemented by our member churches and agencies through their local partner organizations in countries around the world. Canadian Foodgrains Bank network has been supporting partner technical capacity in agriculture and livelihood programming through the Agriculture and Livelihood Capacity Development Program (ALCDP) for the past 10 years. Technical advisors work collaboratively with partner and member staff to determine and provide appropriate technical assistance and trainings. Currently there are technical advisors based in Tanzania, Rwanda, Zimbabwe and Kenya. Due to increased demand, a new position is being established in Ethiopia.

### Part 1 – Job description

#### 1. Main purpose of the job

The eastern Africa Agriculture and Livelihoods Technical Advisor (ALTA), will provide primary technical support to Canadian Foodgrains Bank (CFGB) members and partners in the Eastern Africa region. 15% of the ALTA's time will be spend supporting Tearfund's food security programming.

The ALTA will support the capacity development of implementing partners in eastern Africa by facilitating learning activities such as exchanges, workshops, conferences and literature dissemination. They will mentor partner staff, and utilize monitoring and evaluation data collected by partners to understand the overall progress in reaching project outcomes. They will also coordinate with national, regional and global organizations promoting Agriculture and Livelihoods activities, including conservation agriculture, in order to advance Foodgrains' members, partners and TF interests and visibility in the region.

#### 2. Position in organisation

- Grade: 3
- Reports to the Agriculture and Livelihoods Lead Technical Advisor
- Member of the Programme Quality Team, ALCDP Management committee
- Works closely with: Tearfund's Programme Quality Team, Eastern and Central Africa Regional, Country staff, Foodgrains staff, members and partners.

#### 3. Tearfund's Christian culture

We believe that prayer and discernment is fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty and transforming lives. As a Tearfund staff member you are expected to:

- Engage with Tearfund Prays and the Prayer hub
- Lead or participate in spiritual sessions of prayer and biblical reflection within your group
- Be committed to Tearfund's Mission, Values and Beliefs statement and to be actively working and living in accordance with Tearfund's Christian beliefs and theology of mission
- Maintain your own spiritual development, discover your gifts/callings and grow in discipleship

#### 4. Organisational requirements

- All staff are expected to live out Tearfund and Foodgrains Bank's values as they represent Tearfund and Foodgrains Bank externally.
- All post-holders are expected to fulfil their personal objectives set by their line manager, contribute to their team's overall objectives, take responsibility for reviewing their ongoing personal development and maintain an awareness of Tearfund and Foodgrains Bank's strategy.
- All Tearfund staff share responsibility to promote and maintain a strong safeguarding culture, including identifying the key actions they should take given their role and responsibilities.

#### 5. Scope of job

- The Agriculture and Livelihoods Capacity Development Program (ALCDP) seeks to enhance food security in sub-Saharan Africa by building the capacity of the Foodgrains' members and Tearfund (TF) networks in sub-Saharan Africa. The project seeks to improve the ability of members and partners to implement high-quality programming in the communities where they work, based on sustainable, productive, equitable, and resilient livelihoods.

The role has the following strategic aspirations:

- The Foodgrains network's African agriculture and livelihoods capacity-building team provides high-quality, in-person and ICT-based training and support in sustainable agriculture, project design and management, and associated subjects.
- Well-managed, gender balanced partner organizations help local communities improve food security and climate resilience through effective extension methods, high quality technical expertise, and multi-stakeholder partnerships.
- The Foodgrains network, maximizes multi-directional learning and support and leverages its synergistic value through collective research, marketing, and advocacy.

#### 6. Duties & Key Responsibilities

- Shape strategic response and program design
  - Provide technical guidance to Foodgrains members and partners, and Tearfund country programs as they develop of project proposals
  - Develop educational materials and curricula which will strengthen the programming capacity of Foodgrains and Tearfund networks
  - Promote knowledge-building and adaptive approaches to extension and agriculture technology development
- Partner Support
  - Assist Foodgrains members and partners in the implementation of agriculture and livelihoods projects (agriculture technology, extension approaches, gender advocacy, etc.) focusing on projects in Ethiopia, Somalia, and Sudan
  - Conduct regular field visits to learn from project activities, mentor project staff, and propose changes to improve outcomes (travel expectation = 30% of work days)
  - Liaise with staff of grant-funded programs to achieve stated capacity-building and advocacy outcomes
  - Organise and lead country-level training events for member and partner staff
  - Participate in project evaluations when requested

- Facilitate other learning activities such as exchanges, literature dissemination, newsletter writing, etc.
- Liaise within the broader Agriculture and Livelihoods sector
  - Represent the network at agriculture-related meetings, conferences and workshops
  - Coordinate with national, and regional organizations promoting Agriculture and Livelihoods activities, including Conservation Agriculture, in order to advance members and partners interests and visibility in the region
  - Advocate for gender-equitable sustainable agricultural policy at the local and national levels.
- Learning
  - Keep current on literature related to Agriculture and Livelihood strategies and share relevant learnings with the network
  - Encourage and support applied research on topics relevant to the network
  - Contribute to the network’s organizational learning through publications and participation in relevant workshops
  - Work with Foodgrains monitoring, evaluation and learning staff, to consolidate learning from Foodgrains agriculture and livelihood programs in Africa and from others researching and promoting such programming
  - Disseminate learning in the form of guidance notes, webinars, etc.
  - Ensure that Tearfund country offices, partners and technical teams are integrated into learning processes wherever possible
- Supporting Tearfund Agriculture and Livelihoods programmes The focus of work for Tearfund (15%) will be as follows:
  - Provide technical support to agriculture and livelihoods projects and programmes throughout the project cycle (incl. project design, proposal development, assessments, etc.)
  - Training, equipping, and facilitating learning for Tearfund and partner staff.
  - Provide input into the development, implementation and evaluation of regional and country strategies, where requested (expected to be limited).
  - Support recruitment of regional technical agricultural and livelihoods personnel, where necessary (expected to be limited)

## Part 2 – Person specification

### Job title: Agriculture and Livelihoods Technical Advisor

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> <li>● A Master’s Degree in agriculture or a related discipline</li> </ul>	

<b>Experience</b>	<ul style="list-style-type: none"> <li>● 5 or more years' experience with agricultural development projects in Sub-Saharan Africa</li> <li>● 5 or more years' experience in providing agricultural extension services</li> <li>● Experience working with Ministry of Agriculture staff</li> <li>● Experience in program monitoring and evaluation including designing and evaluating projects.</li> <li>● Experience working with and through local partners</li> </ul>	<ul style="list-style-type: none"> <li>● Familiarity with Results Based Management and Livelihoods Framework Analysis</li> <li>● Experience working with CFGF-funded programs</li> <li>● Experience in multi-country projects</li> <li>● Experience with marketing of agriculture commodities</li> <li>● Experience influencing government policy</li> <li>● Research experience</li> <li>● Experience in designing and delivering remote learning</li> <li>● Publications in agricultural and development journals</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>● Ability to motivate and develop the skills of others</li> <li>● Analytical and problem-solving skills</li> <li>● Ability to work both independently and as part of a team</li> <li>● Proven track record in report writing</li> <li>● Training, facilitation and presentation skills</li> <li>● Knowledge of information technologies including spreadsheets, statistical software programs, and webinar delivery platforms</li> <li>● Fluency (written and spoken) in English and Amharic</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>● Committed Christian with a personal relationship with God</li> <li>● Committed to Tearfund's Mission, Values and Beliefs</li> <li>● Understanding of, and commitment to, Tearfund and Foodgrains' Vision, Mission, Goals &amp; Objectives</li> <li>● Self-disciplined with ability to work proactively, using own initiative.</li> <li>● Sensitivity and skills in cross-cultural communication</li> <li>● Commitment to diversity and inclusion, including gender and disability</li> <li>● Self-aware and able to learn from others.</li> </ul>	

<b>OTHER COMMENTS:</b> <ul style="list-style-type: none"> <li>● All roles require a DBS/Police check</li> <li>● Tearfund is a member of the <a href="#">SCHR Misconduct Disclosure Scheme</a></li> <li>● Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure</li> </ul>
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