

## JOB PROFILE

How to Apply for this Job

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Tom Price/Tearfund

### 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 [Theory 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 though 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>	<b>Agriculture and Markets Specialist</b>
<b>Group</b>	International Group
<b>Team</b>	Thematic Support Team - Economic Empowerment Unit
<b>Location</b>	UK or Cluster (Ethiopia, Rwanda, Burundi or DRC)
<b>Responsible to</b>	Economic Empowerment Unit Lead

### Part 1 – Job description

#### 1. Main purpose of the job

To facilitate building the effectiveness of Tearfund staff, partners, local church/church based organisations and operations in Food Security and Agricultural Livelihoods. This involves being the Focal point for learning, external representation and thought leadership, particularly for:

- Agricultural market access, market linkages and value chains
- Climate change adaptation and conservation agriculture approaches
- Agricultural livelihoods protection & recovery in disaster situations - quick and slow onset
- Food Security in ongoing crisis situations, coordinating with the Cash Specialist

The Agriculture and Market Specialist is part of the Thematic Support Team (TST). The purpose of the TST is to support the International Group and Global Advocacy & Influencing in programmes and policy. We do this by establishing standards for good practice, building the capacity on the frontline, facilitating learning and supporting innovation, research and evidence. By doing this, we hope to see quality and impact in each of our thematic areas.

The role will specifically focus on supporting Tearfund's East and Central Africa (ECA) and West Africa (WA) clusters of country programmes and partners, while maintaining a global overview, allowing field practice to inform and be influenced by global Tearfund best practice.

#### 2. Position in organisation

- Reports to the Economic Empowerment Unit Lead
- Annual objectives jointly agreed with ECA and WA clusters
- Works collaboratively with colleagues across the International Group: Countries, International Group: Global Programmes and Global Fundraising Group
- Works within a community of Food Security and Agricultural Livelihoods competency colleagues who collaborate to build and share evidence and learning
- Works with other colleagues across other core competencies to develop common ways of building core competence
- Works collaboratively with colleagues in the Impact and Effectiveness team, Cluster teams, Humanitarian Support Team, Global Advocacy & Influencing, Thematic Support Team, and IT Teams to provide effective processes and infrastructure for building and sharing evidence and learning
- Works occasionally with staff in the Church & Supporter Relations Team and with Tearfund's Internal Communications and Prayer Coordinator
- Works collaboratively with the existing 3 Canadian Food Grains Bank (CFGB) funded Agriculture & Livelihoods Technical Advisers (ALTAs) in Sub-Saharan Africa

- Clearly links to Tearfund's Church and Community Transformation corporate priority and Self Help Group work
- Clearly links to Tearfund's Economic and Environmental Sustainability corporate priority through approaches that protect, conserve and rebuild the environment

### **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 theory 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's values as they represent Tearfund 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'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**

Align with the Unit strategic objectives to:

- Strengthen the quality and implementation of existing programmes and approaches
- Develop and incubate new areas and approaches
- Strengthen country and cluster technical capacity and capability
- Facilitate learning (accessing, building and sharing)
- Build (and disseminate) an evidence base of good practice
- Secure funding

But particularly focussed on the needs of ECA and WA Clusters.

### **6. Duties & Key Responsibilities**

#### **Strengthen the quality and implementation of existing and new programmes and approaches**

- Work with Tearfund and partner staff to identify capacity development needs and ways of support to address those needs
- Focus particularly on improving access to agricultural markets and adding value for producers, drawing on Tearfund's publication, 'From Subsistence to Markets'
- Ensure that agricultural practice promoted by Tearfund is both protecting and restoring the natural environment and improving sustainable income for people, working with Tearfund's Economic and Environmental Sustainability coordinator to support agriculture focussed projects
- Help strengthen implementation of Tearfund's Quality Standards in Agriculture projects

- Connect with the Humanitarian Support Team, Cash Specialist and Livelihoods Specialist to support food security and agricultural livelihoods recovery in quick onset, slow onset and ongoing crisis situations

#### **Develop and incubate new areas and approaches**

- Maintain and develop personal competency in agriculture and markets keeping up with the latest developments and identifying areas of potential innovation for piloting, review and scale up
- Strengthen in country and regional connections with other agriculture and market actors - Governments, donors, NGOs, private sector
- Connect with other Thematic Support Team units in Gender & Protection, Fragile States, WASH, Church & Development Unit and Quality Standards to strengthen or identify innovative ways of working

#### **Strengthen country and cluster technical capacity and capability**

- Support Tearfund Countries globally with a focus on East & Central Africa cluster and West Africa cluster
- Work with the ALTAs, country and partner staff to identify and address agriculture capacity development needs through mentoring, advising, accompanying, induction and briefings
- Identify and encourage an agriculture and markets network of colleagues to build and share evidence, learning and practice on Food Security and Agricultural Livelihoods in ECA and WA

#### **Facilitate learning (accessing, building and sharing)**

- Support peer to peer learning events, bringing outside knowledge where needed, capturing good practice and ensuring dissemination in a usable form
- Identify and participate in relevant communities of practice - within countries, clusters and globally, both presenting Tearfund's learning as well as taking and disseminating good practice
- Manage and develop on-line and printed resources such as: international publications feedback, case studies, evaluations and academic research, learning and impact videos or social media communications

#### **Build (and disseminate) an evidence base of good practice**

- Communicating good practice internally and externally including from and through external networks, NGOs, Academics, Missions, Donors and alliances
- Build an evidence base of good practice, through case studies, evaluations, cost benefit analyses and academic research

#### **Secure funding for Agriculture & Markets related work**

- Support new project development in focus countries
- Work with cluster Programme Funding staff, countries and global to identify and write successful institutional funding bids
- Work with Partnerships funding to identify innovative funding mechanisms to meet demands of focus clusters and countries

## Part 2 – Person specification

**Job title:** Agriculture and Markets Specialist

	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Degree or equivalent level of knowledge in a Food Security or Agricultural livelihoods related subject.</li> </ul>	<ul style="list-style-type: none"> <li>Holds a postgraduate degree or professional qualification relevant to Food Security and Agricultural Livelihoods, especially in agricultural markets and value chains</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of improving Agricultural markets access and developing agricultural value chains</li> <li>Experience of long term food security programming , acute humanitarian response and longer term or ongoing crisis situations</li> <li>Experience of Agricultural livelihoods protection &amp; recovery in disaster situations</li> <li>Experience in Africa</li> <li>Experience of climate change adapted agriculture &amp; conservation agriculture</li> <li>Experience of advising on project design</li> <li>Experience of working with local partners as well as directly implementing</li> <li>Experience of working in networks</li> <li>Experience of advising others in development methodology</li> <li>Coordinating measurement and building evidence of impact and good practice</li> <li>Facilitating or leading on evaluations or impact assessments</li> <li>Experience of facilitating learning and collating &amp; sharing best practice</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in Integrated relief and development programming</li> <li>Experience of working in Africa, Asia or Latin America</li> <li>Experience of working on cash programming and market analysis</li> <li>Project Management</li> <li>Conducting research in a development related subject</li> <li>Experience of livestock programming</li> <li>Published research with internationally known university or research institute</li> <li>Experience of working with local Faith Based Organisations</li> <li>Experience of leading or assisting with strategy development</li> <li>previous experience as advisor/specialist at global level.</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>Very high standard of written and verbal English and French</li> <li>Relational influencing</li> <li>Relationship-building and networking skills</li> <li>Strategic thinking</li> <li>The ability to analyse and interpret complex information</li> <li>Ability to work flexibly, accountably and collaboratively, on own initiative and as part of a team.</li> <li>Communication including: <ul style="list-style-type: none"> <li>Report writing</li> <li>Presentation skills to a range of learning styles</li> </ul> </li> <li>Participatory demand-led training</li> <li>Coaching &amp; mentoring</li> <li>Facilitation</li> <li>Ability to listen actively before presuming to understand</li> </ul>	<ul style="list-style-type: none"> <li>Fluent in Spanish, Portuguese, Swahili, Arabic or other major third language</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>● People-focused</li> <li>● Team player</li> <li>● Disciplined</li> <li>● Committed learner</li> <li>● Committed Christian</li> <li>● Approachable and encouraging</li> </ul>	
<b>OTHER COMMENTS:</b> <ul style="list-style-type: none"> <li>● Travel overseas up to 12 weeks per year. Proven credibility as a relational influencer and adviser in the role's focal subject.</li> <li>● Regular travel across cluster countries is a requirement</li> <li>● All roles require a Police check</li> <li>● Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure</li> </ul>		