

## Junior Expert (JE) Job description

### I. DESCRIPTIVE PART OF THE JOB

<b>Application date</b>	
<b>Job title</b>	Junior Expert in Applied Agroecology
<b>Junior Expert</b>	<input checked="" type="checkbox"/> European <input type="checkbox"/> National
<b>Main job domain (sector of activity)</b>	Agriculture
<b>Job holder (name of JE)</b> <i>(to be filled in after the selection of JE)</i>	
<b>Job holder's (JE's) Signature + date</b> <i>(to be filled in after the selection of JE)</i>	

General information			
<b>Enabel or NGA Project/programme</b>	<input type="checkbox"/> Enabel	<b>If Enabel : Navision code</b>	
	<input checked="" type="checkbox"/> NGA	<b>If NGA : NGA name</b>	Broederlijk Delen
<b>Full denomination of the project/programme</b>	Food security of family farmers through agroecology in Lango and Rwenzori, Uganda		
<b>Project/programme 's location</b>	Uganda		
<b>Duty station of supervisor</b>	Kampala, Uganda	<b>Duty station of JE</b>	Lira, Uganda
<b>JE will be assigned to</b>	<input checked="" type="checkbox"/> Project/programme		<input type="checkbox"/> Representation (Enabel)/Country Office (NGA)
<b>Project duration</b> <i>(dd/mm/yy)</i>	<b>Start date:</b>	01/01/2022	<b>Expected starting date for the job</b> <i>(dd/mm/yy):</i> 01/04/2023
	<b>End date :</b>	31/12/2026	
<b>Requested JE contract duration</b>	<input type="checkbox"/> 1 year		<input checked="" type="checkbox"/> 1 year with possible extension

<b>1. Context of project</b> <b>2. Objectives of project</b> <b>3. Beneficiaries of project</b> <b>4. Main activities of project</b>	<p>1. In Uganda, Broederlijk Delen supports two partner organisations in Lango, three partner organisations in Rwenzori and one partner organisation at national level. The programme focusses on an Integrated Farm Planning approach – a highly participatory approach where farmer households come together to design their own vision for the future and create achievable action plans. Farmers, through participatory action research, take the lead in finding agroecological solutions and technologies that increase farm productivity, resilience and ultimately improve their livelihoods. They are supported by our local partners in this process. The generated evidence will be documented and households and youth will be supported to engage in evidence based advocacy for agroecology and farmer-friendly policies.</p> <p>2. Family farmers and youth (m/f) belonging to family farmer households in Kabarole, Kamwenge, Kitagwenda (Rwenzori) and Amolatar (Lango) achieve improved food, nutrition and income security on resilient and productive farms and actively participate in decision-making processes at household, community and national level.</p> <p>3. Target groups: 2500 family farmer households; 29 local governments, 15000 women, men and youth, 32 farmer organisations, 4 youth groups with 100 youths total</p> <p>4. Integrated Farm Planning, Participatory Action Research, Capacity Development, Sensitisation and Awareness Raising, Evidence Based Advocacy</p>
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<b>Position of the JE within the organisation</b>	
<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>	
<b><u>Supervisor's name, job title &amp; background</u></b>	<p>Bram Jacobs is the Local Representative of Broederlijk Delen in Uganda since May 2021. Bram has been working in the development sector in Uganda since 2017, when he started as an Enabel Junior Expert with Broederlijk Delen. He has a strong background in agroecology and understands the Ugandan context very well.</p>

<b>Resource person(s) for technical support's name, job title &amp; background</b>	<p>Felix Ajal, Director of ICES (Initiatives for Community Empowerment and Support), Business Administration - Accounting/Agronomist by induction</p> <ol style="list-style-type: none"> <li>Executive Director - Initiatives for Community Empowerment and Support (ICES) Lira Uganda - 2007-2022 - Administration/Agronomy</li> <li>Researcher - Pedigree Consult - 2004-2006 (Social research, baselines, Country reports for UNICEF, Save the Children, War on Wont Northern Ireland</li> <li>Accountant and M&amp;E officer - 2006 HELIKA LTD (Syngenta Foundation Project on Use of Palmtop in dissemination of health and agronomy data + village phone technology - Kayunga District.</li> <li>Finance Officer - Kabarole Research and Resource Centre - 2001-2003</li> </ol> <p>Oyuku Godfrey, Agronomist 2016 - Date - Programme Officer - Agronomy ICES (Initiatives for Community Empowerment and Support) 2013-2015 Worked with Tillers International - Conservation Agriculture trainer and field extension worker 2015 -Worked with farmer Centre as the bulking manager for white Sorghum.</p> <p>Beatrice Mbugua, Participatory Action Research Advisor, Broederlijk Delen in Lira</p>
<b>For Enabel JE, the follow-up will be assured by a Junior Programme Project Officer.</b>	
<b>For NGA JE: name &amp; job title of the contact person from NGA headquarters that will assure the follow-up</b>	Marleen Willemsen, Programme Officer Uganda

<b>JE – Job description</b>
<b>Job objective</b>
<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>The JE in Applied Agroecology will bring in agroecological innovation and technical expertise, liaising closely with the Participatory Action Research Advisor, our local partners and farmers to explore, experiment and verify the usefulness and relevance of agroecological technologies in the field.</p>

Result areas			
<p><i>Give the most important results to be achieved in the job. Limit yourself to stable, permanent job elements. Start with the most important ones and work your way down. Select a maximum of 5 to 6 result areas. Please consider the following for each result area: Why does the JE do this job? What will be his/her share of responsibility? What must (s)he achieve (objective)? Then list the activities that are to be performed to achieve the result. Ultimately list the final and tangible products that the JE is to produce. Please also indicate for each responsibility the importance (percentage of time) at a scale of 100.</i></p> <p><i>Please find an <b>example here and start completing from the case Result Area n° 1 below.</b></i></p>			
Result area n°		Time in % :	50 %
<b>JE's role</b> [as...]	As trainer		
<b>JE's responsibility</b>	On the level of the project, help the colleagues in the data-processing field and give formations in this field.		
<b>In order to ...</b> [objective]	in order to make so that the data-processing tool is used better and to improve work and to make it easier		
<b>Most important tasks</b> [What activities (= verbs) are to be performed to achieve the objective?]	<ul style="list-style-type: none"> <li>• Identify the necessary formations</li> <li>• Give trainings</li> <li>• Help the colleagues with specific or systematic problems</li> <li>• Develop a training course</li> </ul>		
<b>Expected outputs</b> [What final and tangible products the JE is to produce?]	<ul style="list-style-type: none"> <li>• Inventory of the team's training needs regarding ICT</li> <li>• Basic ICT manual for colleagues</li> <li>• Training plan for colleagues for a one year period</li> <li>• X trainings given</li> <li>• Operational training course + training of some key-staff members in its use</li> </ul>		

Result area n°1		Time in % :	40%
<b>JE's role</b>	Researcher		
<b>JE's responsibility</b>	To support the Participatory Action Research component of the programme with technical expertise and innovative technologies.		
<b>In order to...</b>	Strengthen farmer's technical capabilities on agroecology, offering them a wide range of innovative, relevant and sustainable technologies.		
<b>Most important tasks</b>	<ul style="list-style-type: none"> <li>- Liaising with the Participatory Action Research Advisor co-facilitate and provide technical support to the farmer-led experiments</li> <li>- Bring in innovation, drawing on the experiences of farmers, our local partners, local, national and international networks, academic research and sector publications.</li> <li>- Documenting, compiling and analysing research findings in a participatory manner</li> </ul>		
<b>Expected outputs</b>	<ul style="list-style-type: none"> <li>- Research reports</li> <li>- Workshops and trainings</li> <li>- Successful farmer-led experiments</li> </ul>		

Result area n°2		Time in % :	30%
<b>JE's role</b>	Learning facilitator		
<b>JE's responsibility</b>	To keep partners up-to-date with latest developments and technologies with regard to agro-ecology and to facilitate mutual learning among partners and family farmers		
<b>In order to ...</b>	Strengthen BD partner's technical service delivery to the communities		
<b>Most important tasks</b>	<ul style="list-style-type: none"> <li>- Organise training sessions for relevant staff</li> <li>- Facilitate exchange, mutual learning and exposure visits with partners and family farmers</li> </ul>		
<b>Expected outputs</b>	<ul style="list-style-type: none"> <li>- Workshops and trainings</li> <li>- Exchange sessions</li> <li>- Exposure visits</li> </ul>		

Result area n°3		Time in % :	25%
<b>JE's role</b>	Educational advisor		

<b>JE's responsibility</b>	To create educational materials based on the findings of the participatory action research, exchanges, exposure visits and literature.
<b>In order to ...</b>	Increase the reproducibility of results and consistency in the application of the adopted technologies.
<b>Most important tasks</b>	<ul style="list-style-type: none"> <li>- Identifying the most relevant technologies for which educational materials are useful</li> <li>- Creating materials, together with our partners, that are adapted to the intended target audience, be it farmers, staff or others</li> </ul>
<b>Expected outputs</b>	<ul style="list-style-type: none"> <li>- Educational materials on successful technologies, e.g. manuals</li> <li>- Guidelines and training materials for trainers of trainers</li> </ul>

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

*Besides these tasks mentioned above in the result areas, we can ask the JE, depending on the needs of the Junior Programme, to accomplish any other tasks that might be considered necessary for the correct functioning of the programme and that are in line with his/her profile.*

<b>JE's contribution to the Junior Programme priorities</b>	
<b>Innovation</b>	
<i>What space does the function offer for experimenting with innovative tools/approaches? E.g. : action research, testing &amp; roll-out of new technologies, etc.</i>	
<b>JE's role</b>	Researcher
<b>JE's responsibility</b>	To support the participatory action research from a technical angle (Result 1), to bring in innovative agroecological knowledge, skills and technologies (Result 1 & 2).
<b>In order to ...</b>	Strengthen farmer's and partner's interventions with the most recent insights and relevant agroecological technologies in a practical manner.
<b>Most important tasks</b>	<ul style="list-style-type: none"> <li>- Bringing in innovation, drawing on the experiences of farmers, our local partners, local, national and international networks, academic research and sector publications.</li> <li>- Documenting, compiling and analysing research findings in a participatory manner.</li> <li>- Explore opportunities for exchange, mutual learning and exposure visits.</li> </ul>
<b>Expected outputs</b>	<ul style="list-style-type: none"> <li>- Research reports</li> <li>- Workshops and trainings</li> <li>- Successful farmer-led experiments</li> <li>- Educational materials on successful technologies, e.g. manuals</li> <li>- Exchanges and exposure visits</li> </ul>

<b>Capacity building</b>	
<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>	
<b>JE's role</b>	Trainer

<b>JE's responsibility</b>	To build the technical capacities of farmers (Result 1 & 3) and partner organisations (Result 2 & 3) on agroecology. The JE will work closely with farmers, partner staff and the PAR-Advisor.
<b>In order to ...</b>	Have a sustainable positive impact on the capacity of farmers and partners to innovate, research, apply and transfer knowledge and skills on agroecological technologies.
<b>Most important tasks</b>	<ul style="list-style-type: none"> <li>- Giving technical support to farmer-led experiments</li> <li>- Developing and organising trainings for partners and farmers</li> <li>- Developing educational materials</li> <li>- Developing training guidelines</li> <li>- Using a gender sensitive approach</li> </ul>
<b>Expected outputs</b>	<ul style="list-style-type: none"> <li>- Workshops and training sessions</li> <li>- Exchange and exposure visits</li> <li>- Educational materials on successful technologies, e.g. manuals</li> <li>- Guidelines and training materials for trainers of trainers</li> <li>- Monitoring and reflection reports</li> </ul>

<b>Requested profile</b>				
<b>Required training/degree for the job</b> <i>&gt; Remark : will be eliminatory on CV for the candidates. Be complete &amp; specific, please.</i>	<input checked="" type="checkbox"/> Agronomy/ Bio-engineer <input checked="" type="checkbox"/> Biology/ Environment <input type="checkbox"/> Geography <input type="checkbox"/> Civil/industrial/ electrical engineer/ Architect <input type="checkbox"/> ICT/NTIC <input type="checkbox"/> Mathematics/ Exact sciences <input type="checkbox"/> Law/Criminology	<input type="checkbox"/> Political sciences/ International relations/ Diplomacy <input type="checkbox"/> Sociology/ Anthropology/Social work <input type="checkbox"/> Psychology <input type="checkbox"/> History/Philosophy/ Art/Religion <input checked="" type="checkbox"/> Educational sciences <input type="checkbox"/> Human resources <input type="checkbox"/> Organizational development	<input type="checkbox"/> Economy/Commercial engineer/Marketing <input type="checkbox"/> Communication/Public relations/Journalism <input type="checkbox"/> Languages/Philology /Translator <input type="checkbox"/> (Bio/Para)medical sciences <input type="checkbox"/> Public health <input type="checkbox"/> Development studies <input type="checkbox"/> All profiles <input type="checkbox"/> Others and/or details (if needed) : ...	
<b>Necessary specific knowledge for the job</b> <i>&gt; Remark : will be eliminatory on CV for the candidates.</i>	<ul style="list-style-type: none"> <li>- An experience (min 3 months) or certificate in agroecology, sustainable agriculture, natural resource management, environmental conservation or a closely related field.</li> <li>- Experience with Farmer Field School methodologies, the development of educational materials or capacity building activities - min. 3 months</li> </ul>			
<b>Language skills</b> <i>&gt; 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>	<b>Languages</b>	<b>Knowledge</b>	<b>Comments</b>	
	English	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	English is the working language for the Uganda programme.	
	Dutch	<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable	Basic knowledge of Dutch	
	French	<input type="checkbox"/> Essential <input type="checkbox"/> Preferable	Basic knowledge of French	
<b>Preferred assets for the job</b> <i>&gt; Remark : will <u>not</u> be eliminatory on CV for the candidates.</i>	<ul style="list-style-type: none"> <li>- Good communication skills.</li> <li>- Positive attitude, displaying a willingness to learn and invest in expanding their own knowledge for the benefit of the programme.</li> <li>- Willing and able to observe, analyse, reflect and learn about the context of the intervention area.</li> <li>- Willing and able to work in an international and intercultural team, being respectful for the different points of view that emerge in such an environment.</li> <li>- Willing and able to apply a gender sensitive approach in your work.</li> <li>- Be open to work in a practical manner, closely collaborating with farmers and partner staff.</li> <li>- Have good networking skills.</li> </ul>			
<b>Driver's licence for motorcycle &amp; car</b>	<b>Motorcycle</b>	<input type="checkbox"/> Essential <input type="checkbox"/> Preferable	<b>Car</b>	<input type="checkbox"/> Essential <input type="checkbox"/> Preferable

Country context information	
Living conditions	
<b>Capital / rural area</b>	Lira is a big town in a rural area
<b>Security context</b>	Lira is relatively safe. No big incidents in the last years. Broederlijk Delen had several DGD advisors and 2 JE living in Lira in 2017-2022 (now we have one advisor). No problem to bicycle through town in the daytime and to go out to eat in the evenings.
<b>Access to services</b>	Sufficient. There are shops and markets, hospital, schools, banks, ...
<b>Isolation / social life</b>	Reasonable. There are several good restaurants and hotels and new ones opening, with also a few cafe-bars. There are local sports facilities for public use from the local university. There's a small expat network.
<b>Location suited for families (with children)</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Other useful observations?</b>	Friendly people and ambiance, impressive nature. Wildlife parks are at a few hours distance and can be visited in weekends.
Work context & conditions	
<b>Work location</b>	Lira City is the main working location, with regular field activities in Amolatar.
<b>Field exposure?</b> <i>(Direct contact with beneficiaries &amp; local reality, frequency field missions,...)</i>	Contact with local farmers around once a week. In certain periods this is much more often.
<b>Accessibility of the supervisor</b>	Contact by phone every week. Live meeting every 4 to 6 weeks (in the beginning more often). 5 days a week available for consultation and coaching or in weekend when agreed upon. Always available in case of emergencies.
<b>Teamwork / isolated work</b>	The JE will work closely with the staff of Broederlijk Delen's partner organisations ICES and FAPAD in the Lango region, and the BD advisor on Integrated Farm Planning.
<b>What transport arrangements will the project consider in order to insure the JE's professional travels/journeys?</b>	<input type="checkbox"/> Motorcycle from the project at disposal of the JE
	<input checked="" type="checkbox"/> Borrow a car belonging to the project/programme when required
<b>What transport arrangements will the JE consider in order to ensure his/her private travels/journeys?</b>	<input type="checkbox"/> Local transport? What? :
	<input checked="" type="checkbox"/> Other, please specify : Field visits of the JE will be planned together with the partner staff. Since they will work as a team, the JE will almost never travel alone.
<b>What transport arrangements will the JE consider in order to ensure his/her private travels/journeys?</b>	<input type="checkbox"/> Motorcycle
	<input checked="" type="checkbox"/> Car
	<input checked="" type="checkbox"/> Local transport? What? : Busses for long distances and minibuses to move around town.
<b>Other useful observations?</b>	<input checked="" type="checkbox"/> Other, please specify : The JE would benefit from getting a bicycle to move short distances around town at their leisure. Most distances within town are also walkable.
	In the first period of the assignment, the JE will be introduced to the partners by the supervisor and together they will make sure the JE can start. The supervisor will also support the JE to get to know Lira, find housing, a bike, buy a phone, and make other practical arrangements, etc. The BD advisor Participatory Action Research is also stationed in Lira and could also give support to make practical arrangements, etc.