

Junior Expert (JE) Job description

Function Code

TAN.2304_JE_Youth Entrepreneurship_Rikolto

DESCRIPTIVE PART OF THE JOB

Application date	16/06/2023
Job title	Junior Expert Youth Entrepreneurship Advisor
Junior Expert	<input checked="" type="checkbox"/> European <input type="checkbox"/> National
Main job domain (sector of activity)	Agricultural Food System
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

Enabel or NGA Project/program	<input type="checkbox"/> Enabel	If Enabel : Navision code	
	<input checked="" type="checkbox"/> NGA	If NGA : NGA name	Rikolto Tanzania
Full denomination of the project/program	Building Inclusive and Competitive Horticulture Business in the Tanzanian Southern Highlands (BICHOBS)		
Project/program 's location	Iringa, Njombe, Mbeya, Songwe and Katavi		
Duty station of supervisor	Mbeya	Duty station of JE	Mbeya
JE will be assigned to	<input type="checkbox"/> Project/program	<input checked="" type="checkbox"/> Representation (Enabel)/Country Office (NGA)	
Project duration (dd/mm/yy)	Start date:	Jan 2022	Expected starting date for the job (dd/mm/yy): February 2024
	End date :	Dec 2026	
Requested JE contract duration	<input type="checkbox"/> 1 year	<input checked="" type="checkbox"/> 1 year with possible extension	

<p>1. Context of project 2. Objectives of project 3. Beneficiaries of project 4. Main activities of project</p>	<p>1. Context Rikolto is implementing a 4-year horticulture program (2020-2024) called “EU AGRI-CONNECT” which is funded by the European Union with the objective of increasing the competitiveness and profitability of the horticulture sector in Southern-Tanzania.</p> <p>The objective of the project is to contribute to inclusive growth, promote private sector development and job creation in the agricultural sector, and to increase food and nutrition security in Tanzania. This programme is contributing to the 2022 – 2026 Rikolto strategy which is mainly funded by DGD.</p> <p>The implementation of the program is embracing the food systems approach connecting horticulture production with local consumption in urban centres and in some of the cases building farmers’ capacities to sell crops such as avocado, chillies and vanilla to export markets. The ultimate objective is to promote inclusive business in the Southern Highlands’ horticulture sector in order to improve access to healthy, sustainable, and nutritious food for all. The project has a strong component of facilitating youth engagement in food systems in the framework of Rikolto’s Generation Food approach. Generation Food aims to support young entrepreneurs to come up with innovative business ideas which are addressing critical constraints in the food systems and support them through intensive training, coaching and mentorship to turn their ideas into viable investment ready businesses.</p> <p><u>Nutrition security</u>: the horticulture sector in Tanzania faces number of challenges that limit its capacity to fully exploit market opportunities. Even though the southern highlands of Tanzania are considered as a breadbasket of the country, there is a high rate of malnutrition, particularly among children. Tanzania’s National Nutrition survey (2018) recorded a very high prevalence of stunting exceeding 40% in Mbeya and Njombe (53.6%). The study revealed only 30.3% of children between 6-23 months received a minimum acceptable diet. One of the challenges identified was the low dietary diversity with only 3 food groups out of 7 that were consumed. At the same time, the number of farmers that focus their production on traditional nutritional dense crops like amaranths, pumpkins, sweet potatoes, arrow roots etc. has reduced greatly over the years.</p> <p><u>Food safety and food quality</u>: a study by Rikolto (September 2019) coordinated by Tanzania Pesticide Research Institute assessed food safety risks along the main fruit and vegetables chains supplying Arusha City and found that 47.5% of vegetable samples tested had detectable levels of pesticide residues and 74.2% of these residues had rates above codex Maximum Residue Levels standards. Consumption of these contaminated food overloads healthcare systems with food borne diseases. It affects food quality, leads to trade rejections and lower prices for farmers. These findings were confirmed by another study by the Nelson Mandela African Institute of Science and Technology conducted in the project area (Iringa, Njombe and Mbeya) in 2021.</p> <p>2. Objectives of the project: The project is informed by a robust theory of change determining how project activities will contribute to the outputs, outcomes, and overall objectives. This theory of change identifies four critical objectives:</p> <ol style="list-style-type: none"> 1. Increase access to sustainable business development services for farmers engaged in horticulture production 2. Increased margins for value chain actors through improved trade relations and efficiency within the horticulture value chain 3. Improved sector governance and coordination mechanisms through strengthened horticulture platforms and member-based organisations
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	<p>4. Increased consumption of high-nutritious diets through women and youth participation in sustainable nutritional sensitive horticulture value chains in selected regions</p> <p>3. Beneficiaries and stakeholders: The project will support 30,000 smallholders and traders in Iringa (10,000), Njombe (5,000) Mbeya/Songwe (10,000) and Katavi/Rukwa (5,000) regions. These are farmers with less than 2 ha of land. Tanzania Chamber of Commerce, Industry and Agriculture (TCCIA)'s regional chapters in Mbeya, Iringa, Katavi, Njombe and Songwe will facilitate the development of private sector, undertake sector-specific advocacy and lobbying while providing a forum for business dialogue in their respective regions. The project will benefit 500 off-takers (wholesalers, retailers and their organisations) and 5 exporters, including market traders' associations in the target regions. The project will target other traders operating in local markets within the cities of the region. The project will partner structurally with district councils to align interventions with ASDPII. A public nutrition campaign in mass-media will reach 1 million consumers in the Highlands about the importance of rich-nutritious diets</p> <p>4. Activities:</p> <p>Rikolto is looking for a Junior Expert to strengthen the implementation of the Good Food for Cities platform focusing on youth engagement in the food system, and to assist Rikolto's teams based in 3 coordinating offices in Iringa, Mbeya and Katavi where youth food businesses are supported. The focus will be in backstopping partners in supporting youth to develop business plans and mentor/coach youth in starting and growing their business around the food system. It is envisaged that the Junior expert will also support the overall implementation of the good food for cities programme including documentation of the results using the Evidence for Impact approach.</p> <p>Other partners engaged in this project include INADES formation Tanzania and MIICO who are implementing the nutrition component and Agrónomos Sin Fronteras (ASF) which is focusing on access to services for horticulture farmers including various farming technologies and TCCIA which focusing on building the good food for cities/urban food systems and commodity platform.</p>
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Position of the JE within the organization	
<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>	
Supervisor's name, job title & background	Shukuru Tweve , the Agribusiness Advisor based in Mbeya (who is overall coordinating the project field activities in the regions of five regions Mbeya Iringa, Njombe, Songwe and Katavi) will provide day to day coaching to the JE as both will be based in the same office in Mbeya. The JE will also collaborate closely with the other two Agribusiness Advisors Ronald Mtana (coordinator for Iringa and Njombe) Frank Kaminyoge (coordinator for Katavi regions).

Resource person(s) for technical support's name, job title & background	<p>Kain Mvanda (based in Arusha), the Good Food for Cities program director in East Africa and Country Representative for Rikolto in Tanzania, has successfully contributed to the design and management of the AGRI-CONNECT project in the region. He will supervise the work done by the JE.</p> <p>Germaine Furahe, Regional Director of Rikolto in East Africa. Germaine is an experienced Manager who has significant experience in agribusiness. Before her new position as Regional Director, she worked as Director for DR Congo and is part of Rikolto International's Management Team.</p> <p>Charlotte Flechet, International Good Food for Cities Program Director. She will provide technical support on urban food governance and policy dynamics</p>
For Enabel JE, the follow-up will be assured by a Junior Program Project Officer.	
For NGA JE: name & job title of the contact person from NGA headquarters that will assure the follow-up	Els Eeckhout: People and Organization Manager at Rikolto's global support team.

JE – Job description

Job objective

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?

The Junior Expert will support 3 Rikolto program advisors in designing and implementing a youth entrepreneurship and mentorship program that aims to make youth-led businesses that contribute to safer, more sustainable and more nutritious diets, investment-ready: <https://www.rikolto.org/en/focus-areas/food-smart-cities>

Result area

Result area n°1		Time in % :	40%
JE's role	Youth Engagement in Food Systems Officer		
JE's responsibility	Identify and develop partnerships with all stakeholders interested in supporting the implementation and execution of the Generation Food program.		
In order to...	Support the EU AGRI-CONNECT project team to identify innovative youth and women entrepreneurship opportunities and execute the training, mentorship and incubation program		
Most important tasks	<ul style="list-style-type: none"> Help the advisors to coordinate and implement a youth entrepreneurship and incubator mentorship program across the Southern Highlands region, learning from previous cohorts. Support the team in building a structured and active relationship and network with local food actors and youth incubators and financiers. Build momentum and visibility for the Generation Food program in the southern highlands. Facilitate partnerships for the implementation of the Generation Food program 		
Expected outputs	<ul style="list-style-type: none"> - Clear guidance provided on how to monitor the work of youth mentors and growth of the businesses. - Clear identification and follow-up of action points identified during partnership meetings and mentors. - Professional networking skills linking minimum stakeholders with Rikolto in the southern highlands 		
Result area n°2		Time in % :	30%
JE's role	Awareness-raiser		

JE's responsibility	Support the team to promote safe and hygienic production, sale and consumption of high-quality fruits and vegetables through youth businesses. Support consists mainly in helping local change-agents to execute actions in line with our communication strategy.
In order to ...	Help the project achieve its objective of reaching 1mio citizens and changing their dietary behavior in order to contribute to lowering levels of malnutrition and stunting.
Most important tasks	<ul style="list-style-type: none"> ▪ Support the alignment of Generation Food interventions with the ambition to facilitate access to healthy, sustainable, and nutritious (HSN) food for local citizens. ▪ Support the design and implementation of awareness-raising activities and coach community leaders on the importance of food safety through mass media campaigns. ▪ Establish farmer, vendor, and food stakeholder peer groups to learn and validate food quality and safe food practices
Expected outputs	<ul style="list-style-type: none"> ▪ Youth businesses with special which contributing to access to Healthily Sustainable and Nutritious. Training, communication, and pilot actions are coordinated in line with the broader strategy to facilitate access to HSN food.

Result area n°3		Time in % :	25%
JE's role	Evidence for Impact and Learning Officer		
JE's responsibility	Support the team's learning & policy influencing efforts. This involves: <ul style="list-style-type: none"> - Documenting approaches and methodologies to successfully engage youth business to support local production and consumption of highly nutritious horticulture crops. - Assisting the program team to build Evidence for Impact (E4I) cases. 		
In order to ...	Strengthen learning cycles with other (African) cities and support senior staff with data that can help influence policy and scalers of good practices		
Most important tasks	<ul style="list-style-type: none"> ▪ Document the results of multi-stakeholder platform meetings and stakeholder engagement discussions. ▪ Share results with the Good Food For Cities program team to facilitate cross-learning between (African) cities and feed the structured policy dialogue with EU and the Tanzanian government. ▪ Support the team with regular monitoring & evaluation activities related to his/her role, including monitoring the program using the Social Return on Investment (SROI) methodology. 		
Expected outputs	<ul style="list-style-type: none"> ▪ Minimum of 2 internal learning documents ▪ Minimum of 2 internal notes with policy recommendations ▪ Support 1 SROI case and 1 E4I case around youth engagement. ▪ Regular blogs and social media inputs on the project's progress 		

Result area n°4		Time in % :	5%
JE's role	As an ambassador of Global Citizenship		
JE's responsibility	In consultation with the Junior Program, 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"> - 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 (eg of Enabel, a Belgian or local NGO,) - Any other global citizenship activity requested or approved by the Junior Program. 		
Expected outputs	<ul style="list-style-type: none"> - 1 global citizenship initiative finalised and/or supported per year - Possibly other individual awareness-raising activities (eg. photo exhibition, video, educational kit, games, testimonies, ...) 		

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

JE's contribution to the Junior Program priorities	
Innovation	
<i>What space does the function offer for experimenting with innovative tools/approaches?</i>	
JE's role	Multi-stakeholder partnership contributor
JE's responsibility	Support senior staff in the development of a multi-actor partnership in Mbeya and Iringa to co-create innovative models to ensure citizens' access to healthy and sustainable food.
In order to ...	Support collective learning within the platform and influence decision-makers.
Most important tasks	<ul style="list-style-type: none"> ▪ Support the organization of multi-stakeholder meetings in the program areas. ▪ Encourage youth-led businesses' participation in the multi-stakeholder partnership. ▪ Support the testing, documentation and scale up of the model(s) developed as part of the multi-actor partnership. ▪ Document learnings and success factors related to youth engagement in food systems
Expected outputs	<ul style="list-style-type: none"> - At least 4 multi-stakeholder meetings supported - At least 4 youth-led businesses actively involved in the MSH partnership - At least 2 cases documented

Capacity building	
<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	Capacity builder for youth participation
JE's responsibility	Build the capacity of partners in supporting youth engagement in the local food system and of youth-led businesses to engage in multi-stakeholder processes.
In order to ...	Align partners' activities with Rikolto's broader approach and strategies
Most important tasks	<ul style="list-style-type: none"> - Build the capacity of partners to support the design and execution of training, mentorship and business activities for the youth incubation program, together with team mates. - Coach mentors to ensure that the youth and incubator mentorship program improves the investment readiness of youth businesses. - Coach youth-led businesses to participate in multi-stakeholder processes. - Contribute to capacity building of platform members on systems thinking for designing food system interventions. - Participate and support the team during preparations for the multi-stakeholder meetings.
Expected outputs	<ul style="list-style-type: none"> - Investment ready youth businesses supported by partners and mentors - Evidence of system thinking approach in programming

Requested profile			
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/ Bio-engineer <input 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 checked="" type="checkbox"/> Sociology/ Anthropology/Social work <input type="checkbox"/> Psychology <input type="checkbox"/> History/Philosophy/ Art/Religion <input type="checkbox"/> Educational sciences <input type="checkbox"/> Human resources /Organizational development	<input checked="" 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 checked="" type="checkbox"/> Development studies All profiles <input type="checkbox"/> Others and/or details (if needed) : ...
Necessary specific knowledge for the job <i>> Remark : will be eliminatory on CV for the candidates.</i>	Have an (additional) training in a field like food science, nutrition, agricultural economics OR a first experience of at least 3 months in one of these fields AND/OR an entrepreneurial experience in (f.e) startup support of 3 months.		
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	This is working and reporting language in Tanzania
	Kiswahili	<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable	Most farmers and some of the partners do not speak English
	Dutch	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	Level A2 required
	French	<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable	Level A2 required
Preferred assets for the job <i>> Remark : will <u>not</u> be eliminatory on CV for the candidates.</i>	<ul style="list-style-type: none"> • Able to work creatively in low resource/skill environments • Be able to translate jargon program information into an accessible format (language, visuals, etc.) • Able to motivate and inspire team members. • Not only be an implementer of activities but have an explorative mindset; willing to try out new things, without a fixed framework for example. • Capacity to facilitate and manage group discussions, particularly in a multi-stakeholder context. • A proactive attitude • Strong interpersonal skills and ability to network • Sensitivity to sustainability issues within food systems • Previous experience in the field of sustainable food, agriculture, or agribusiness, preferably in the Global South, is an added value. • Keen interest for knowledge management and system thinking in programming 		
Driver's licence for motorcycle & car	Motorcycle <input type="checkbox"/> Essential <input type="checkbox"/> Preferable	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	Car <input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable

Country context information	
Living conditions	
Capital / rural area	Third largest city in Tanzania – 600,000 people
Security context	Good but depends on the area within city
Access to services	Very good
Isolation / social life	High, as vibrant as a capital city
Location suited for families (with children)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Other useful observations?	Mbeya City is situated in the southern highlands of Tanzania connected with airport with commercial flights linking into major cities such as Dar es Salaam, Iringa and Arusha

Work context & conditions	
Work location	Mbeya Tanzania
Field exposure? <i>(Direct contact with beneficiaries & local reality, frequency field missions,...)</i>	Yes, expect a field mission once a month or two months. This could also include visits to Rikolto's offices in Iringa, Mpanda and Arusha
Accessibility of the supervisor	Will be working closely together as the supervisor is also the one who is coordinating the project.
Teamwork / isolated work	The Iringa team is composed of 4 people who are sharing an office with a partner. Also he or she will work closely with regional coordinators based in Iringa and Mpanda and the Good Food For Cities Director based in Arusha Office.
What transport arrangements will the <u>project</u> 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"/> Borrow a car belonging to the project/program when required
	<input checked="" type="checkbox"/> Driving on rough roads and long distances drive is advised to be accompanied by local staff
	<input type="checkbox"/> Other, please specify:
What transport arrangements will the <u>JE</u> consider in order to ensure his/her private travels/journeys?	<input checked="" type="checkbox"/> Motorcycle
	<input checked="" type="checkbox"/> Car
	<input checked="" type="checkbox"/> Local transport? What? : Taxi, motorcycle, Tricycle
	<input type="checkbox"/> Other, please specify:
Other useful observations?	