

Director – Crop Production Extension Theme

Sasakawa Africa Association

Location: Addis Ababa, Ethiopia

Last Date: October 31, 2009

Sasakawa Africa Association (SAA) is seeking a Crop Production Extension Thematic Director. This position will be based in Addis Ababa, Ethiopia. The Crop Production Thematic Director (CPD) will work within a matrix management system that includes a number of staff in management-related positions – the two Executive Directors (Programs and Management), EDs; the Managing Directors (MDs) of SAA and SAFE; the four Country Directors (CDs) for Ethiopia, Mali, Nigeria and Uganda; and the three other Thematic Directors (TDs) for Post-harvest and agro-processing (PHA); Public/Private Partnerships (PPP) and Monitoring, Evaluation and Learning (ME&L). The CPD is a subject matter specialist who must respond to and collaborate with all of these various actors, but will report administratively and is primarily responsible to the SAA Managing Director based in Addis Ababa, Ethiopia.

About SAA and SAFE

The Sasakawa Africa Association was established in 1986 and registered in Geneva, Switzerland as a Swiss NGO. Its administrative headquarters are in Tokyo, Japan. SAA spearheads efforts to modernize the techniques small farmers use to produce food and help them organize to obtain credit, acquire inputs, and market their harvests more successfully.

The SAA mission is to help sub-Saharan African governments reduce poverty, enhance food security, and protect the natural resource base through the accelerated adoption of productivity enhancing agricultural technology.

The Sasakawa Fund for Extension Education (SAFE) was established in 2002 and registered in Geneva, Switzerland as a Swiss NGO. Its administrative headquarters are also in Tokyo, Japan. SAFE identifies outstanding mid-career extension workers who have strong field-level technical and leadership skills and offers them the opportunity to study for a B.Sc. or M.Sc. degree in agricultural extension. These efforts are underpinned by SAFE's work with selected African universities to reform and modernize their agricultural education programs.

SAA and SAFE have highly complementary objectives and work closely together to improve the delivery of extension services to Africa's smallholder farmers. Both organizations have Managing Directors who serve as the Chief Operating Officers responsible for day-to-day implementation of their Board approved programs of work. The two organizations have overlapping Boards of Trustees. Board oversight of both organizations is exercised on a continuous basis by two Executive Directors, one focused on programmatic matters and the other on management-related issues. These EDs are full members of the SAA and SAFE Boards. For more information, go to www.saa-tokyo.org.

In its hiring practices and work environment, SAA-SAFE seeks to encourage diversity and does not discriminate on the basis of gender, race, colour, religion, nationality, political affiliation, age or sexual orientation.

Primary Role and Responsibilities/Scope of Work

While the specific responsibilities of the Crop Production Thematic Director will largely depend on the prevailing operational environment, his/her role in the organization entails a generic set of responsibilities. These include:

1. Provide technical leadership and support on crop production and extension regionally and at the individual country level and to remain current in the technical aspects of this subject matter.
2. Specifically, to design and implement participatory farmer learning platforms to support effective and efficient crop training and demonstration programs; strengthen systems to identify appropriate crop technology options for different farmers; and involve more women farmers and very poor smallholders in farmer learning platforms.
3. Promote improved crop production and utilization of technologies by representing SAA at workshops, meetings and conferences, and support emerging private sector enterprises engaged in crop processing and marketing.
4. Responsible for building, maintaining and participating in professional international, regional and national networks and associations that are relevant to crop extension and that contribute to achieving SAA's overall plan of work.
5. Provide programmatic oversight of the personnel, assets and finances relative to the area of operation. Together with the MD, she/he will review and approve proposed country program budgets pertaining to crop extension and, when she/he deems it necessary to do so, will advocate for changes in proposed investments.
6. Work closely with CDs and their national staff to ensure that country program goals, objectives and activities are properly aligned with the overall SAA plan of work and that appropriate expertise is brought to bear in timely ways to strengthen the efforts of country staff to successfully implement the organization's program.
7. Backstop CDs in their efforts to motivate country staff to reach higher standards of performance, both in quantitative and qualitative terms, and support CDs' efforts to monitor staff performance and provide constructive feedback.
8. Contribute to the formation of innovative and mutually beneficial partnerships that will increase the impact of SAA interventions.
9. Promote and ensure effective ME&L of program activities in collaboration with the SAA ME&L Leader, and utilize relevant monitoring information to make appropriate and timely adjustments in program activities (in consultation with the MD, the CDs, and others in the organization.)

10. Ensure that technical, financial and other required reports in the area of crop production and extension are produced in a timely manner and to high quality standards.
11. Train researchers, development agents and farmers on appropriate crop technologies, and prepare, publish and distribute crop production and utilization manuals.

We are seeking a dynamic and motivated candidate who has:

- A strong technical background in crop husbandry together with superior interpersonal skills, and the ability to prepare plans of activities with his/her budgets and output targets, as well as provide technical and financial support;
- 8-10 years minimum crop production and extension experience in development in Africa;
- A PhD in agriculture – preferably specializing in crop production;
- A proven ability to support large-scale crop technology demonstrations on farmers' fields;
- A strong desire to assist African countries with the provision of proven profitable modern technologies for crop production and agricultural extension services to small holder farmers, especially to women farmers and very poor rural households;
- An ability and willingness to travel within the country of assignment, as well as internationally in Africa and elsewhere; and
- Fluency in English, the working language of Sasakawa Africa Association, is required; French is an asset.

How to apply:

If you wish to apply, send **by email** an up-to-date CV and cover letter describing why you are interested and why you feel you are especially qualified for the position of ME&L Thematic Director. Emails should be sent to:

Ms. Karen Bromham (bromham@wananchi.com)

NOTE: SAA provides an internationally competitive salary package, is an equal opportunity employer and strongly encourages women applicants. **Closing date for applications is October 31, 2009.**