



GATSBY  
AFRICA

# GATSBY AFRICA COTTON SECTOR DEVELOPMENT PROGRAMME

EXTENSION AND FARMER KNOW-HOW MANAGER  
CANDIDATE PACK - JUNE 2017



## GATSBY AFRICA, THE COTTON SECTOR DEVELOPMENT PROGRAMME & THIS ROLE

In 1967 David Sainsbury set up the Gatsby Charitable Foundation. David (now Lord Sainsbury of Turville) has since given Gatsby more than £1 billion to distribute to charitable causes in a variety of fields, including neuroscience, plant science and public policy. These reflect David Sainsbury's areas of interest and draw from his professional experience. More information can be found on our website: [www.gatsby.org.uk](http://www.gatsby.org.uk)

Gatsby Africa is an English charitable company limited by guarantee, established to implement the Gatsby Charitable Foundation's Africa programmes. Gatsby Africa has registered branch offices in Kenya and Tanzania.

### Gatsby's work in Africa

Gatsby has funded and implemented programmes in Africa since 1985. Our mission is to accelerate inclusive and resilient economic growth in East Africa by demonstrating how key sectors - such as cotton in Tanzania - can be transformed.

We fund and implement programmes that look to catalyse and influence large-scale and lasting change in priority sectors. We build and support local organisations dedicated to sector transformation. We also aim to share what we have learned with others - such as governments and donors - who are trying to transform sectors.

Our programmes include:

- **Tanzanian Cotton:** Establishing the necessary institutional arrangements and supportive markets to ensure more than 350,000 farmers can access the quality inputs and training they need to improve agronomy, increase yields and raise quality.
- **Tanzanian Textiles:** Facilitating the development of the required infrastructure, business environment and skills to encourage increased domestic and foreign investment in the sector so as to dramatically increase value addition while creating thousands of jobs.
- **Tanzanian Forestry:** Increasing the supply of higher-value wood products and energy from sustainable sources by supporting applied research and service delivery, while promoting smallholders' profitable participation in the sector.
- **Kenyan Forestry:** Establishing a programme to partner with stakeholders to help close the wood supply gap by catalysing increases in productivity, innovation and quality, while securing the sustainable supply of commercial services and collaborative research.
- **Tanzanian Tea:** Partnering with The Wood Foundation to increase productivity, quality and farmer returns by engaging factories and regulators, and facilitating major foreign investment by setting-up a farmer service company to ensure reliable green-leaf supplies.
- **Rwandan Tea:** Partnering with The Wood Foundation to trial new ownership structures and methods of service delivery - including via the purchase of two factories on behalf of smallholders - with the aim of increasing productivity, quality and farmer returns.

We have also developed and continue to support two independent, East African organisations governed, managed and staffed by local people: Kenya Markets Trust, which runs programmes in five key Kenyan sectors, and the regional industry development organisation Msingi.

## Cotton Sector Development Programme

The Cotton Sector Development Programme (CSDP) works with the Tanzania Cotton Board and other public and private stakeholders to improve the incomes and livelihoods of 360,000 small-scale farmers in Tanzania's Lake Zone by transforming the country's entire cotton sector.

Activities include improving provision of inputs and knowledge to smallholder farmers through the introduction of contract farming (whereby ginners assume primary responsibility for farmer support in return for exclusive rights to purchase cotton produced), and working with government agencies (e.g. the Cotton Board; research institutes) and the commercial sector to develop and roll out technologies such as improved seed varieties.

CSDP is also working to develop and strengthen parallel systems whereby smallholder farmers can access, through the private retail sector, the necessary inputs, services and knowledge they require to farm cotton and other crops successfully, sustainably and profitably. This involves working to develop a sustainable network of village-based agro-dealers and service providers supported by private sector input supply chains, and with the necessary supporting functions. This channel is seen as an increasingly important route for disseminating knowledge to farmers.

CSDP is a Gatsby Africa programme with co-funding from the UK's Department of International Development and support from Tanzania Gatsby Trust.

### This role

The Extension and Farmer Know-how Manager will be responsible for working with public and private sector partners to improve the extension and knowledge transfer services that farmers receive – thereby increasing the uptake of best agricultural practice by farmers (especially cotton farmers) in the Lake Zone. This will involve developing strategies to encourage and facilitate increased provision of cotton extension services by ginners and local government authorities, and assisting these partners in implementation. Identifying and harnessing the optimal commercially sustainable routes for a viable and sustainable system will ultimately lead to the introduction of high-quality, sustainably funded cotton extension services throughout the Lake Zone.

The role reports to the Senior Manager and will be based in Mwanza, with regular travel to Dar Es Salaam and around the Lake Zone.

Gatsby Africa has a long-term outlook and flexible approach. This gives our staff huge scope for innovation, creativity and the use of a range of different partnerships, financial tools and intervention strategies. For a high-calibre person this should be an exciting and rewarding position, with the opportunity to develop new thinking and make a real impact.

### Terms & remuneration

Salary will be competitive and negotiable based on experience.

Candidates must have the legal right to work in Tanzania.

## JOB DESCRIPTION

### EXTENSION AND FARMER KNOW-HOW MANAGER, CSDP

**Reports to:** Senior Manager, Technical

**Location:** Mwanza, Tanzania

#### RESPONSIBILITIES:

- Work in active partnership with CSDP colleagues to plan, implement, manage and evaluate strategies, initiatives and activities related to agricultural extension and knowledge transfer.
- Support the Senior Manager, Technical in developing strategies to encourage and facilitate increased provision of cotton extension services by ginners and local government authorities.
- Work with ginners and local government authorities to plan and develop sustainably funded cotton extension services.
- Provide 'training of trainers' support to district and ginner extension services.
- Develop a common curriculum and associated training materials to support the introduction of best agricultural practice in general, and in cotton in particular.
- Ensure that relevant research findings and new technologies are included in evolving research materials.
- Work closely with the Communications Manager to identify opportunities for cost effective support to the dissemination of cotton extension messaging through a variety of print and broadcast media channels.
- Work with the Farmer Support Services team to develop and implement a strategy for transfer of knowledge of best agricultural practice to farmers through the network of village-based agro-dealers and other service providers.

#### CORE COMPETENCES:

##### Technical Competence

The ideal candidate will need to have:

- A commitment to, and understanding of, market development solutions for rural poverty alleviation.
- A demonstrated understanding of best practice in the roll-out of agricultural extension techniques at scale.
- An excellent knowledge of best agricultural practice in cotton and other rain-fed crops, with an understanding of the practices and advantages of conservation agriculture technologies an added advantage.
- Comprehensive understanding of the constraints currently faced by cotton farmers in accessing sound agricultural advice.
- The ability to develop and implement effective management, incentivisation and monitoring systems for large training teams in the field.

- The ability to manage and inspire large field teams, and to enable junior staff to manage effectively themselves.
- Excellent work planning and communication skills.
- Training, facilitation and presentation skills.

### **Personal Skills**

The ideal candidate will:

- Be passionate about improving the livelihoods of smallholder cotton farmers, and be extremely results-oriented towards that goal.
- Be committed to a high standard of professional performance and integrity.
- Be able to take initiative, and work independently, taking a high degree of personal responsibility for the team's results.
- Have a private sector outlook on development, and be comfortable developing private sector partnerships where useful to drive results.
- Be a strategic thinker with sound judgement and private and public sector experience.

### **Qualifications, Experience and Expectations**

- BSc Agriculture, Agricultural Extension or similar other related disciplines.
- At least five years' recent relevant experience in the development and roll-out of agricultural extension services at scale.
- An understanding of smallholder out-grower support schemes.
- Experience and understanding of working within the private sector and with governments is highly desirable.
- Must demonstrate:
  - An ability to understand sector dynamics and approaches to transforming entire sectors, with a detailed understanding of private sector actors.
  - Strategic leadership – an ability to think ambitiously with a keenness to learn and innovate, and an ability to combine thinking and analysis with programme delivery.
  - An ability to influence change – with a record of building relationships at various levels across the private sector, governments and donor community.

### **Other**

- Fluency in English (written and spoken) is essential with knowledge of Swahili an advantage.
- At least intermediate skills in Microsoft Word and Excel.

## VALUES:

Gatsby Africa has developed a set of core values that will be used to assess a candidate's fit with the organisation and provide the basis for the culture that we aspire to use in our operations. Our staff are:

- **Ambitious** - Showing determination to deliver long-term and large-scale outcomes for others, and to achieve our own potential.
- **Collaborative** - Working together to develop strong relationships with diverse stakeholders, while understanding others' needs and enhancing their capabilities to drive change.
- **Thoughtful** - Reflecting on evidence and learning from our activities and those of others to design, adapt and improve our work.
- **Pragmatic** - Recognising the motivations of others and the realities of facilitation, seeking opportunities to build momentum for change, and communicating carefully.
- **Honest** - Playing a trusted role as an honest broker for change, being open to learn from others, and admitting our challenges.

*Gatsby Africa is an equal opportunity employer.*

## HOW TO APPLY

If you are interested and meet the requirements, please send the below documents to [recruitment.csdp@gatsbyafrica.org.uk](mailto:recruitment.csdp@gatsbyafrica.org.uk)

- An up-to-date curriculum vitae/resume (of no more than 2-3 pages)
- A detailed statement (of no more than 2 pages) explaining why you are interested in this post with Gatsby Africa and how your skills and experience make you a good fit for the role.

Applications are welcome until the deadline of **Friday 30th June 2017 (by midnight UTC)**.

Gatsby Africa will be recruiting more posts in 2017, so eligible candidates may also be considered for forthcoming roles.

Equality and diversity are core to Gatsby Africa. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.



# GATSBY AFRICA

Gatsby Africa is an English charitable company limited by guarantee, established to implement the Gatsby Charitable Foundation's Africa programmes.

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