



AGRICULTURAL BUSINESS INITIATIVE

1.0	
POSITION	POULTRY SPECIALIST/VERTERINARY EXPERT
CATEGORY	PROGRAM
STATUS	FULL TIME
HOURS OF SERVICE	8.00am to 5.00PM Monday to Friday and 9.00am to 1.00am Saturdays
CLASSIFICATION	FIRST LEVEL
OCCUPANT	VACANT
DATE	15.11.2021
ADVERT CODE	HA-AB-EN/PSVET/QT2-P01-022-006
LOCATION	MUKONO

2.0 POSITION CONTEXT & OBJECTIVE(S):

Hatches Ltd in partnership with Agricultural Business Initiative (aBi) and other partners is implementing a project titled “Increasing Market Access and Productivity of the Poultry Value Chain through effective and environmentally efficient Inputs in Central and Eastern Uganda”. The project objectives are: i. Provision of high-quality Day-old chicks to both model farmers and open market poultry farmers ii. Promote the use of Black Soldier Flies (BSF) as an alternative to traditional protein sources for quality poultry feeds at fair and stable prices iii. Establish sustainable market linkage options for farmers with off takers and to iv. Enhance farmer knowledge on modern poultry farming through training and demonstration.

About Hatches Ltd:

Hatches Ltd is a Poultry breeding, inputs supply company established and registered in 2003 as a private limited company. With a goal of **“Addressing our client needs and nature people’s dreams of living a better and decent life”** and a mission of **“Providing the best quality agro-inputs, products and services that address our clients’ needs and nature people’s dreams of living a better and decent life”**; Hatches Ltd’s vision is **“To be the most reliable, valued and client centric green growth company in Uganda”**.

About aBi

The Agricultural Business Initiative (aBi) is a multi-donor entity devoted to private sector agribusiness development. It follows a long-term commitment by being both a catalyst in support of the Ugandan agricultural sector and a conduit through which development partners and investors can build the capacity of the agricultural sector. aBi was jointly founded by the Governments of Denmark and Uganda in 2010. Other aBi's Development Partners are; USAID, SIDA, UKAid, and KfW. The Company is supporting agribusiness development in the private sector to achieve the objective of the Government of Uganda's Competitiveness and Investment Climate Strategy (CICS). It provides both financing and technical support in selected agricultural value chains and offers an integrated approach on value chain development, to improved profitability, income and employment of Ugandan farmers and agribusinesses

Hatches Ltd as Implementing Partner; is seeking to establish a strong Management system, Administration and Technical Units with emphasis on providing professional support to the company in Project Implementation.

3.0 KEY RESPONSIBILITIES AND DUTIES:

3.1. Background

Under the overall guidance of the CEO, Company Manager, and direct supervision the Project Manager;

The Poultry Specialist/Veterinary Expert is responsible for ensuring timely and quality implementation of the planned project activities at Hatches Ltd Main Farm and integration of best poultry farming practices. As the Poultry Farm Manager you will be responsible for the day to day management of all aspects of the poultry farm, maintaining quality chickens and ensuring the workplace safety of all employees and visitors on the farm, in line with the company Health & Safety Policies, timely outputs in a cost-effective manner. He/She works in close collaboration with Project Manager and Project M&E to maximize the farm production.

3.2. Duties and Responsibilities

The Poultry Specialist/Veterinary Expert will have the following duties and responsibilities:

- Set up houses for chicks and carry out daily checks on the housing and birds;
- General bird management – Ventilation, feeding, vaccinating etc;
- Manage chicken feeds estimations;
- Complete daily checklists and all relevant paperwork in accordance with Quality Control;
- Ensure ongoing Bio Security is maintained;
- Litter management & feed ordering;
- Maintain safe work practices of all personnel and contractors on site;
- Supervise and manage members of staff;
- Basic farm and equipment maintenance;
- Comply with company relevant policies and regulations;
- Adhere to all company health & safety procedures;
- Work with Production Manager, Project Manager and Directors, alongside veterinary advice to continuously improve farm performance and bird welfare;
- Notify Project Manager and Production Manager on the rate of mortality;
- Ensure Production Manager is alerted if there is any suspicious activity in or around your sites;
- Meet your obligations for mandatory Poultry Passport trainings;
- Ensuring all aspects of running the farm are met;
- managing and motivating a team;
- Ensuring welfare of livestock management;
- Perform and ensure poultry vaccinations;
- Production performance and record keeping;

3.2.1 Business Development

- Support the Establishment and operationalization of the main poultry farms;
- Support business financing efforts for chicken commercialization;

3.2.2 Leadership and Management

- Be aware of the Field schedule and job expectations on a daily basis;
- Participate in regular meetings and communicate information intended to his team members;
- Ensure participation in various engagement initiatives organized by the company
- Provide feedback to his supervisor about the performance of the main farm and project performance

4.0. Measurable Outputs and Performance Indicators

- Delivering efficiently and timely
- Preparation of monthly workplan;
- Preparation of weekly, monthly and activity reports;
- Preparing other relevant reports concerning the farm;
- Timely deliverable
- Flexibility
- Risk prevention and reporting as well as mitigation measures suggested and action taken

5.0. Competencies

5.1.1 Corporate Competencies

- Demonstrates integrity by modelling Hatches Ltd values and ethical standards in his operational area;
- Promotes the vision, mission, and strategic goals of Hatches Ltd;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability

5.1.2 Functional Competencies:

- Organizes and accurately completes multiple tasks by establishing priorities while taking into consideration special assignments, frequent interruptions, deadlines, available resources and multiple reporting relationships
- Plans, coordinates and organizes workload while remaining aware of changing Priorities and competing deadlines
- Establishes, builds and maintains effective working relationships with staff and community and local authorities to facilitate the provision of support

6.0. QUALIFICATIONS AND EXPERIENCE :

The following qualifications and experience are required for this position:

- 6.1. Bachelor Degree or Diploma preferably in Agro-Vet, Agriculture, Food Security or related field;
- 6.2. At least 3 years of experience in Poultry Commercial Farm Management
- 6.3. Proven ICT skills (Word and Excel),
- 6.4. Proven M&E skills (Reporting)
- 6.5. Strong training & facilitation skills.
- 6.6. Fluency in written and spoken English.
- 6.7. A commitment to ongoing personal and professional development.

How to Apply

All applicants should submit the following documents in a single submission (one PDF file): Letter of motivation, CV including three references.

E-mail your application to recruitments@hatchesltd.com, before 05th March 2022.

NB: Please do not attach copies of qualifications/diploma at this stage. Mention the position applied for and the advert code in the email subject. Only complete applications will be reviewed. All materials should be submitted via email. We regret that owing to the volume in applications only shortlisted applicants will be contacted.