

1.0	DESCRIPTION
POSITION	<b>ASSISTANT POULTRY SPECIALIST</b>
CATEGORY	<b>PROGRAM</b>
STATUS	<b>FULL TIME</b>
HOURS OF SERVICE	<b>8.00am to 5.00PM Monday to Friday and 9.00am to 1.00am Saturdays</b>
CLASSIFICATION	<b>THIRD LEVEL</b>
OCCUPANT	<b>VACANT</b>
DATE	<b>15.10.2021</b>
ADVERT CODE	<b>HA-AB-EN/ASSPFM/QT2-P01-022-007</b>
PLACE	<b>MUKONO, BUIKWE AND JINJA</b>

## 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 in partnership 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.

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## **3.0 KEY RESPONSIBILITIES AND DUTIES:**

### **3.1. Background**

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

The Assistant Poultry Specialist is responsible for ensuring timely and quality implementation of the planned project activities at 10 demonstration farms and integration of best poultry farming practices using Hatches Ltd poultry feeds, safety and biosecurity guidance. As the Assistant Poultry Farm Manager, you will be responsible for the day to day management of all aspects of the demo 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 Poultry specialist/Veterinary Expert, Project Manager and Project M&E to maximize the demo farms productions.

### **3.2. Duties and Responsibilities**

The Assistant Poultry Specialist will have the following duties and responsibilities:

- Assisting the Poultry Specialist in supervision of Extension Workers;
- Plan and Supervise daily activities of the Model Farms together with Extension Workers;
- Mobilisation of farmers for each supervised Model farm
- Organise, Facilitate and Deliver trainings and capacity building sessions to farmers;
- You must ensure birds have feed and water and that the environment within which they are kept is suitable with regard to ventilation, lighting, and all Hatches Ltd Safety and Biosecurity Measures are applied at the Demo farms;
- Notify your Manager immediately of any risk and suggest mitigation measures at the demo farms;
- Along with the Extension Workers, you must conduct sufficient checks on the birds to meet the requirements of the company and quality product for the market;
- Along with the Extension Workers, maintain sufficient daily records at the demo farms to meet the demands of the market;
- Together with the Extension Worker, manage feed for the demo farms as per the Hatches Ltd plans, checking feed bins daily and ordering/ cancelling orders where necessary;
- Report any breakdowns or incidences at the demo farms to the Farm Manager immediately.
- Oversee the running of the demo farms to the best of your ability at all times.
- Flexibility to cover last minute breakdowns or increases in work load;
- Prepare, Compile and Collect daily, weekly, monthly reports from/of poultry extension services;
- Oversee and assess the performance of extension workers based on their KPIs;
- Outsource for poultry feed inputs suppliers (grains) on behalf of Hatches Ltd;

- Perform as sell and marketing agent of Hatches Ltd products including: animal feeds, grains, chicken products, chicks, BSF, ...
- Other tasks commensurate with the role or any other relevant or delegated duties required by the Poultry Specialist and Project Managers;
- This list is indicative and not exhaustive for the role.

### **3.2.1 Business Development**

- Support the Establishment and operationalization of the demo poultry farms
- Support business financing efforts for chicken commercialization
- Outsource for market and Connect poultry farms to the market

### **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 demo farms, project and his team.

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## **4.0. Measurable Outputs and Performance Indicators**

- Delivered skilling training and capacity building sessions
- Delivering efficiently and timely
- Preparation of weekly workplan;
- Preparation of weekly, monthly and activity reports;
- Preparing other relevant reports concerning the farm;
- Flexibility
- Risk prevention and reporting as well as mitigation measures suggested and action taken

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## **5.0. Competencies**

### **5.1.1 Corporate Competencies**

- Demonstrates integrity by modelling the 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

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## **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 Farm Management, Poultry extension services provision
  - 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.
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## **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](mailto:recruitments@hatchesltd.com), before 05<sup>th</sup> February, 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.

